

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")

**AQUATIC SCHEDULING – AUXILIARY STAFF**

The Employer and the Union mutually agree to reduce the daily guaranteed hours of work from 4 hours to 2 hours for auxiliary aquatic staff on a trial basis effective July 28, 2008 to December 31, 2008. Prior to December 31, 2008, the Employer will evaluate this practice and make recommendation to the Union whether it wishes to continue the practice or not.

The Employer and the Union mutually agree to the following temporary variance to the Collective Agreement:

Article 8 – Hours of Work – Section 8.4 (b)

The existing practice of scheduling aquatic staff for a minimum of four hours will be continued, where possible. This letter recognizes that 2 hour shifts will only be acceptable after every effort has been made to fulfill 4 hour minimum shifts.

Auxiliary staff schedules will be completed on a set-by-set basis. A set is a program period that ranges from 1 week up to 14 weeks.

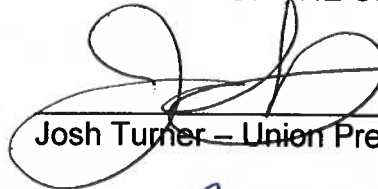
Signed this 28<sup>th</sup> day of July, 2008

ON BEHALF OF THE EMPLOYER:

ON BEHALF OF THE UNION:



George V. Harvie – CAO



Josh Turner – Union President



Ken Kuntz – Director PR&C



John Gibson – Union Secretary