

LETTER OF UNDERSTANDING

between

THE CORPORATION OF DELTA
(hereinafter called the "Employer")

and

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 454
(hereinafter called the "Union")

(collectively the "Parties")

PAINTER RATES OF PAY

The Parties agree that effective July 21, 2014:

- The attached (pages 2, 3 & 4) levels and definitions of painting tasks will be identified by the corresponding classification and the appropriate pay levels will apply, and
- The following agreements will be cancelled and become obsolete as of the same date:
 - The Report of Joint Grievance Committee dated July 27, 1987 titled "Painting task analysis and classification review," and,
 - Appendix B, dated July 1987 titled "Levels of Painting Tasks & Corresponding Classification & Pay Rate Levels," and,
 - The Letter of Understanding signed August 13, 2009 titled "Variance to Acting Pay – Inside (Article 10.5) Trades 1 Painting".

The Parties also agree to vary Article 10.5 – Acting Pay, Inside Workers as follows:

- Inside workers (e.g. Icemaker Maintenance Workers) will be subject to the same classification & pay rate as per the attached description and shall be paid for all hours worked as a Painter following working a minimum of two (2) hours.

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 24 day of July, 2014

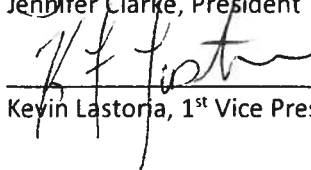
On behalf of the Employer:


George V. Harvie, Chief Administrative Officer


Vivian Klaiber, Manager of Human Resources

On behalf of the Union (CUPE Local 454):


Jennifer Clarke, President


Kevin Lastorja, 1st Vice President

Note to Users: When using this guide to determine the appropriate classification or pay rate for painting work being performed, the "Rationale for Classification" must be used in conjunction with identification of a similar "Illustrative Example of the Level & Type of Painting Task".

Level 1		
Illustrative Examples of Level & Type of Painting Task	Classification & Pay Rate	Rationale for Classification
Painting with brush, roller or spray can: <ul style="list-style-type: none"> - Sign bases or blanks - Traffic barricades - Wood bleachers - Valve boxes - Picnic tables (paint or stain only) - Painting to cover graffiti - Touch-up painting on barriers or on floors to cover chipped or exposed wood, metal or concrete patches of floor - Garbage barrels - Wood or metal playground equipment touch-up involving one colour over previously painted surfaces - Fire Hydrants - Painting of handrails - Fencing – concrete, metal or wood - Any other duties assisting Trades 1 as required 	<p><u>Labourer 2</u> Rate Level 107</p> <p>(Note: When an employee is directed by his Manager temporarily to perform work of a character for which a lower classification is provided, he shall continue to be paid the rate for the higher position)</p>	<ol style="list-style-type: none"> 1. Surface preparation limited to washing or wiping off surface with cloth, water or cleaning solvent or using a wire brush or scraper to remove dirt, grease or loose paint (does not involve wire brushing of surfaces to remove rust or sanding to remove paint & varnish) 2. No skill required in performing such tasks as the purpose is simply to ensure that the surface is completely covered. Therefore, there can be drips, runs, brush/overlap marks and rough edges 3. Such painting tasks involve: <ol style="list-style-type: none"> a. Use of brushes, rollers or spray paint cans b. Cleaning of brushes and rollers upon completion of painting