

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")

VARIANCE TO ACTING PAY (ARTICLE 10.5)

FOR

**RPT EMPLOYEES WORKING IN PARKS & RECREATION CLASSIFICATIONS**

The Employer and the Union agree to the following variance to Article 10.5 Acting Pay – Inside for the Regular Part Time (RPT) employees that have been identified in Section 3 below.

*This agreement between the parties is on a without prejudice basis with regard to the waiving of Acting Pay for Regular Part-Time employees in Parks, Recreation & Culture as defined:*

1. General

Effective December 15, 2008 where a Parks, Recreation & Culture employee is employed on a regular part-time (RPT) basis in any one position or a combination of positions within the defined list of positions in Section 3 of this Agreement, Article 10.5 Acting Pay – Inside of the Collective Agreement between the parties will not apply.

2. Purpose

RPT employees are awarded a guarantee of hours per week in an individual classification. This Agreement will enable RPT employees, who are authorized, to work in other job classifications within their specific position category to do so for less than a day as required by Article 10.5. The applicable hourly rate and steps for positions (1 step higher than base position) and salary increment processes (2080 hours to next step) will remain as negotiated.

3. Positions Varied from Article 10.5

a) **Fitness Positions:**

- Weight Room Attendant (G322)
- Assistant Fitness Programmer (GT022)
- Dry Land Class Instructor (R-Codes)
- The Regular Part-Time hourly guarantee does not include Personal Training hours

b) **Aquatics Positions:**

- Lifeguard/Instructor 2 (G231)
- Assistant Aquatic Leader (G232)
- Aquasize Instructor (R-Codes)

c) **Clerical Positions:**

- Clerk, Parks & Recreation (G108)
- Cashier/Receptionist (G24)

4. Timecard Coding

The daily requirement for acting pay will not apply; hours in each classification will be recorded daily on the timesheet (for example: WRA – 2 hours; AFP – 2 hours ACT; Dry Land – 1 hour. Each classification must be clearly and accurately recorded.

5. Benefits and % In Lieu and Sick Leave Banking

Benefits and sick leave banking will continue to be calculated at the posted or converted 'home' classification.

6. Operational Needs and Authorization

RPT's will continue to be scheduled by the employee's supervisor based on the needs of the facility and department. The employee's manager will be responsible for authorizing the schedule in advance and will approval of the employee's time-card.

7. Clerk, Parks & Recreation Position (Parks, Recreation & Culture Department)

Wendy McMillan's RPT Cashier/Receptionist position will be reclassified to a Clerk, Parks and Recreation (PG 15, step 5) at a **maximum** of 22 hours per week. Should Ms. McMillan work additional hours over her core hours of 22, all additional hours will be provided at the Cashier/Receptionist (PG 12, step 5) level only.

8. Termination

Either party (Employer or Union) may cancel this Letter of Understanding by providing at least thirty (30) calendar days' written notice to the other party.

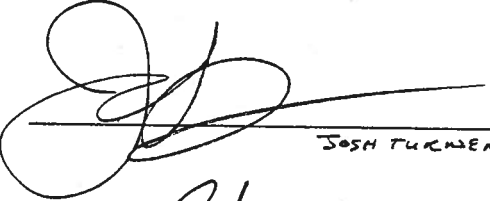
Signed this 11<sup>th</sup> day of *December*, 2008


ON BEHALF OF THE EMPLOYER:

  
\_\_\_\_\_  
Chief Administrative Officer

  
\_\_\_\_\_  
Director of PR&C

ON BEHALF OF THE UNION:

  
\_\_\_\_\_  
JOSH TURNER

  
\_\_\_\_\_  
JOHN GUSSOW