

LETTER OF UNDERSTANDING

between

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

and

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

(collectively the "Parties")

Preamble

This Letter of Understanding ("LOU") is entered into by and between the City of Delta ("the Employer") and CUPE Local 454 ("the Union"), collectively referred to as "the Parties." The purpose of this LOU is to clarify and formalize the understanding reached between the Parties regarding the application and payment of premiums for employees classified as Trades 1 & 2 Mechanics, Garage Foreperson, and Lead Hand - Fire Mechanic under the current Collective Agreement.

The Parties acknowledge the importance of recognizing the specialized skills and responsibilities associated with these classifications. Accordingly, this LOU outlines the terms under which mechanic-related premiums will be applied, including eligibility criteria, premium rates, and any relevant conditions or limitations.

All terms and conditions of the current Collective Agreement shall apply unless specifically amended by this Letter of Understanding. It is the intent of the Parties that entering into this agreement shall neither enhance nor reduce any entitlements under the Collective Agreement, except as specifically addressed and agreed to herein.

The Parties agree that the provisions of this Letter of Understanding shall be effective **July 1, 2025**.

Purpose

This LOU sets out the terms and conditions under which premiums will be paid to eligible employees who hold valid and specific certifications, licenses, or endorsements as listed below.

Eligible Premiums

Employees in the above-listed classifications who possess and actively maintain the following valid certifications will be eligible for a premium of **\$0.50 per hour** for each certification:

- **Class 1 or 3 Driver's Licence**
- **Red Seal Endorsement - Commercial Transport or Heavy Duty Mechanic only**
- **Commercial Vehicle Inspection (CVIP) Certification**
- **Air Conditioning Certification**
- **Certified Wheel Installer**
- **Welding Certification**
- **Emergency Vehicle Technician (EVT) Certification**

Premium Cap

- The maximum cumulative premium payable under this LOU shall not exceed **\$2.00 per hour**.
- Premiums will only be paid for certifications that are valid and on file with the Employer.
- It is the responsibility of the employee to provide valid proof of certification and notify the Employer of any changes in certification status.

Administration

- Premiums are payable during an employee's regular and overtime hours of work.
- Certifications must be directly relevant to the employee's current duties to qualify for premiums.
- The Employer reserves the right to verify certification status at any time.

Cancellation

The Employer or the Union may cancel this Letter of Understanding at any time upon sixty (60) days' written notice to the other party.

Signed this 25th day of August, 2025.

ON BEHALF OF THE EMPLOYER

Sukh Kaila

Authorized Signatory (Print Name)


Signature

ON BEHALF OF THE UNION

Sam Abulail

Authorized Signatory (Print Name)


Signature