

2026

MEMORANDUM OF AGREEMENT

between the

CITY OF DELTA AND DELTA POLICE BOARD

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 454

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF DELTA (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE DELTA CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE DELTA POLICE BOARD (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE DELTA POLICE BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 454 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 JANUARY 01 AND EXPIRING 2027 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Scope of Agreement

This Memorandum of Agreement applies to all employees represented by the Canadian Union of Public Employees, Local 454, employed by the City of Delta and the Delta Police Board. Unless expressly stated otherwise in this Agreement, all terms and conditions apply uniformly to all CUPE Local 454 employees covered by the Agreement.

Where specific provisions are identified as applying solely to employees of the City of Delta or solely to employees of the Delta Police Board, such provisions shall govern only those employees. All remaining provisions shall apply to all CUPE Local 454 employees within the bargaining unit.

2. Previous Conditions

All of the terms of the 2022-2024 Collective Agreement continue except as specifically varied below.

2026 Collective Bargaining - INDEX SHEET

City of Delta • Delta Police Department • CUPE Local 454

Collective Bargaining – Tentative Agreement (2026)

This Index Sheet formally records all appended items agreed to in principle by the bargaining representatives of the City of Delta, the Delta Police Department, and CUPE Local 454 during the 2026 round of collective bargaining.

These items form part of the Tentative Memorandum of Agreement (“MOA”) and will be appended in full to the MOA. This Index is intended to provide a clear, organized presentation of the agreed items for the purpose of internal review and ratification.

Index of Appended Items

1. Article 8.1 (a) Hours of Work (City only)
2. Article 15 Posting Vacancies
3. Article 16.2 (c) Policy Grievance Procedure
4. Article 16.3 (a) Arbitration
5. Letter of Understanding - Overtime Assignment
6. Letter of Understanding - Field Safety Representative “FSR” (City only)
7. Letter of Understanding - Environmental Operators Certification Program “EOCP” (City only)

Verification and Acknowledgment

For the City of Delta

Name:

Peter Weeber

Signature:

[Signature]

Date:

March 2/2026.

For the Delta Police Department

Name:

Harj Sidhu

Signature:

[Signature]

Date:

March 2, 2026

For CUPE Local 454

Name:

Sam Abdelgail

Signature:

[Signature]

Date:

March 2, 2026

3. Term of Agreement

The term of the new Collective Agreement shall be for three (3) years from 2025 January 01 to 2027 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

4. General Wage Increase(s)

The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2025 January 01, all hourly rates of pay that were in effect on 2024 December 31st shall be increased by three and one-half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2026 January 01, all hourly rates of pay that were in effect on 2025 December 31st shall be increased by three and one-half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Effective 2027 January 01, all hourly rates of pay that were in effect on 2026 December 31st shall be increased by three and one-half percent (3.50%).
- (d) Retroactive payments arising from (a) and (b) will be made as soon as possible following the date of ratification of this Memorandum of Agreement to all employees who were employed during the term of this Agreement.

5. Article 10 – Premium Rates, Clause 10.2 Shift Premiums

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 10 – Clause 10.2 Shift Premiums to read as follows:

10.2 Shift Premiums

The following provisions will apply to Regular and Temporary Full-Time and Regular Part-Time employees:

- a) Subject to Article 8, all Regular and Temporary Full-Time and Regular Part-Time Inside employees will be paid a shift differential of one dollar (\$1.00) per hour for all regular hours worked between the hours of 18:00 and 07:00.
- b) Subject to Article 8, all Regular and Temporary Full-Time and Regular Part-Time Outside employees will be paid a shift differential of one dollar (\$1.00) per hour for all regular hours worked between the hours 17:30 and 06:00.
- c) Where, under Paragraph (a) and (b), more than one-half (0.5) of the employee's regular shift qualifies for the shift differential, then the shift differential will be paid for all regular hours worked during the entire shift.
- d) Shift differential will not apply to any employee during Overtime, Callout or Standby.

For Delta Police Board

Article 10 – Premium Rates, Clause 10.1 Shift Premiums

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 10 – Clause 10.1 Shift Premiums to read as follows:

10.1 Shift Premiums

Employees shall be paid a standard shift premium of one dollar (\$1.00) for all regular hours worked more than one (1) hour on either side of the recognized normal or standard daily hours, provided that where the majority of an employee's regular hours fall outside the period described above, the shift premium shall apply to the entire shift.

6. Article 11 – Employee Benefits, Clause 11.2 Medical and Extended Health

Effective the first (1st) of the month following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend the benefit entitlements provided under this plan, as follows:

- a) Increase eye exams to one hundred and twenty-five dollars (\$125.00) every two (2) calendar years;
- b) For the City agreement, increase mental health care to a maximum of one thousand five hundred dollars (\$1,500.00)/year;

For the Delta Police Board portion of the agreement, increase mental health care to a maximum of one thousand eight hundred dollars (\$1,800.00)/year

- c) Add to the list of practitioners: marriage counsellors. Only regulated, insured, professionally certified marriage/ relationship counsellors will be covered by the health benefit.
- d) Decrease Medical and Extended Health Annual Deductible effective January 1, 2027, from one hundred and fifty dollars (\$150.00) to fifty dollars (\$50.00) per calendar year.
- e) For the Delta Police Board portion of the agreement, provide coverage for the Shingles vaccine.

7. Article 11 – Employee Benefits, Clause 11.3 Dental

Effective the first (1st) of the month following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 11 – Employee Benefits, Clause 11.3 Dental, as follows:

11.3 Dental

- (a) Basic Dental Services (Plan A) paying for ninety percent (90%) of the approved schedule of fees.

- (b) Prosthetics, Crowns and Bridges (Plan B) paying for seventy percent (70%) of the approved schedule of fees. This coverage will include dental implants.

8. Article 13 – Leave of Absence, Clause 13.4 Maternity and Parental Leave

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 13 – Leave of Absence, Clause 13.4 Maternity and Parental Leave, as follows:

13.4 Maternity and Parental Leave

(f) Supplementary Employment Insurance Benefits

(1) Birth parents who are entitled to maternity leave and who have applied for and are in receipt of Employment Insurance benefits are eligible to receive SEIB Plan payments.

(2) Subject to the approval of the Employment Insurance Commission, a non-birth parent is eligible to receive SEIB Plan payments if, due to the death or total disability of the birth parent, they have applied for and are receiving Employment Insurance benefits.

(3) The SEIB Plan is intended to supplement the Employment Insurance benefits received by employees while they are temporarily unable to work as a result of giving birth.

(4) The SEIB Plan payment is based on the difference between the Employment Insurance benefit plus any other earnings received by an employee and ninety-five percent (95%) of their gross weekly earnings (based on a 12 month leave schedule) for the first seventeen (17) weeks, including the Employment Insurance waiting period."

9. Schedules

Effective the date of ratification of this Memorandum of Agreement, the Employers and the Union agree to amend and "E" as follows:

a) Schedule "E"

(p) Boots - the City will reimburse Regular Full-Time employees and Temporary Full-Time employees with the equivalent of twelve (12) months' full-time service and who are required to wear "safety footwear" in the course of their duties as outlined by the City Safety Guidelines up to two hundred dollars (\$200.00) every twenty-four (24) months, upon presentation of receipts.

The City will reimburse one hundred and fifty dollars (\$150.00) every twelve months for those employees who are assigned to the paving crew on a year-round basis and those on the capital construction crew who regularly work with asphalt towards the purchase of safety footwear, upon presentation of receipts.

10. Letters of Understanding

- (a) Renew 2 Hour Minimum - Aquatics LOU;
- (b) Renew all Letters of Understanding unless otherwise stated;
- (c) New Letters of Understanding re:
 - a. Addiction Treatment Support (Appendix A of this MOA)
 - b. Field Safety Representative (FSR)
 - c. Environmental Operators Certification Program (EOCP)
 - d. Overtime Assignment

11. Housekeeping

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to make the following amendments:

- (a) Delete expired effective dates;
- (b) Any changes mutually agreed to between the parties during the drafting of the new Collective Agreement;

12. Drafting of New Collective Agreement

The Employer and the Union agree that in all instances where an amendment to the Collective Agreement is effective on a specific date, only the amendment shall appear in the new Collective Agreement together with a sentence referencing its effective date.

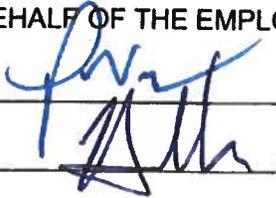
The representatives will endeavour to have a final pdf document ready for printing within six (6) months of signing of the Memorandum of Agreement. The parties agree that any changes related to grammar or editing in the Memorandum of Agreement will be agreed upon by both parties before finalizing the Collective Agreement.

13. Ratification

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 2ND day of March 2026 in the MUNICIPALITY of Delta.

BARGAINING REPRESENTATIVES ON
BEHALF OF THE EMPLOYER:



BARGAINING REPRESENTATIVES ON
BEHALF OF THE UNION:





Kathleen Chan


Appendix A

LETTER OF UNDERSTANDING

between the

CITY OF DELTA AND DELTA POLICE BOARD
(the "Employer")

and the

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

ADDICTION TREATMENT SUPPORT

WHEREAS the Parties understand that successful addiction treatment is enhanced by the active participation of the Employer, the Union and the employee in need of treatment;

THEREFORE it is agreed by the Parties to form a committee, which will meet within one hundred and twenty (120) days of the ratification of this Agreement to make every reasonable effort to reach agreement on a written Addiction Treatment Support Plan to be adopted as policy by the City of Delta.

Signed this 2ND day of March, 2026

ON BEHALF OF THE EMPLOYER:

Peter Weeber
Authorized Signatory (Print Name)

[Signature]
Signature

Hari Sidhu
Authorized Signatory (Print Name)

[Signature]
Signature

ON BEHALF OF THE UNION:

Sam Abadail
Authorized Signatory (Print Name)

[Signature]
Signature

Authorized Signatory (Print Name)

Signature

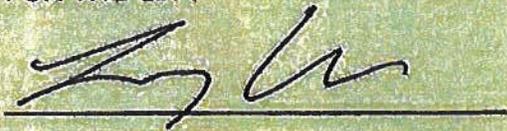
SIGN-OFF: Posting Vacancies

ARTICLE 15. POSTING VACANCIES

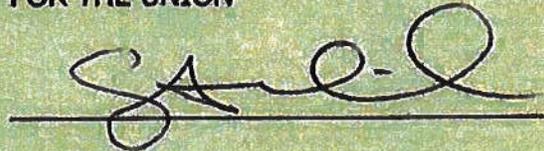
- (a) ~~Effective 2023 October 18, all~~ **All Regular Full-Time vacancies will be posted following the week during which the City becomes aware that a vacancy will exist. In the event a Department decides to review its staffing requirements then the posting of the vacancies may be delayed. The Human Resources Department will notify the Union of the reasons for any delay and the expected length of the delay. The commencement date of the vacant position will be included on the posting.**
- (b) **Vacancies and new positions covered by this Agreement shall be posted and remain posted for a period of five (5) working days prior to the filling of the vacancy or new position. The City will make every reasonable effort to fill vacancies and new positions as soon as possible.**

Signed this 16 day of October, 2025

**BARGAINING REPRESENTATIVE
FOR THE CITY**



**BARGAINING REPRESENTATIVE
FOR THE UNION**



SIGN-OFF: Hours of Work

ARTICLE 8.1 (a)

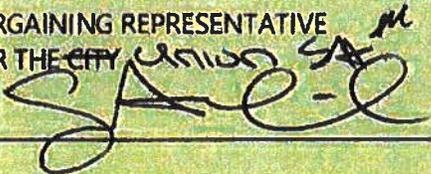
The regular hours of work for the inside employees of the City shall be seven (7) consecutive hours per day, eight-thirty (8:30) A.M. to four-thirty (4:30) P.M. with one-half (1/2) (4) hour off for lunch Monday through Friday. No overtime shall be worked by any inside employee except with the express approval and authority of the appropriate Department Head, and the hours of overtime worked shall be certified by the said Department Head to the Payroll Department before compensation is made.

Compensation for overtime worked shall be in accordance with the provisions of Article 9 and shall be provided when an inside employee is required to work in excess of seven (7) hours in the regular workday.

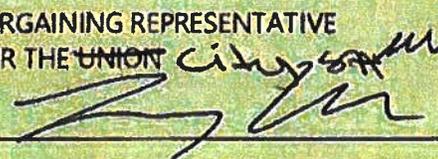
Notwithstanding the foregoing, the City shall have the right to establish an eight (8) hour day/forty (40) hour week for an employee working in designated aquatic classifications.

Signed this 22 day of September, 2025

BARGAINING REPRESENTATIVE
FOR THE CITY

Union SA


BARGAINING REPRESENTATIVE
FOR THE UNION

City SA


SIGN-OFF: Grievance

ARTICLE 16.2

16.2 Grievance (amend 16.2 (g))

- (c) ~~Policy Grievance where a dispute involving a question of general application or interpretation occurs, it shall be submitted to the Joint Grievance Committee prior to being submitted to the City Manager.~~

Policy Grievance Procedure

In the event of a dispute involving a question of general application or interpretation of the collective agreement, the following procedure shall be followed:

Step 1

Identification of the Issue: The party raising the grievance shall clearly identify the nature of the dispute and confirm that it pertains to a matter of general application or interpretation.

Step 2

Submission to Joint Grievance Committee: The grievance must first be submitted in writing to the Joint Grievance Committee. This submission should include all relevant details, including the specific provisions of the agreement in question and the interpretation being challenged.

Step 3

Review by Joint Grievance Committee: The Committee shall review the grievance, discuss the matter, and attempt to reach a resolution. The Committee may request additional information or clarification from either party as needed.

Step 4

Escalation to City Manager: If the Joint Grievance Committee is unable to resolve the issue, the grievance may then be formally submitted to the Office of the City Manager (or designate).

Signed this 30th day of October, 2025

BARGAINING REPRESENTATIVE
FOR THE CITY



BARGAINING REPRESENTATIVE
FOR THE UNION



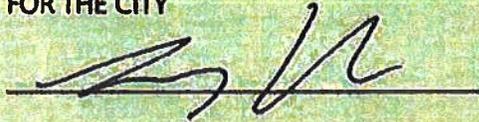
SIGN-OFF: Arbitration

ARTICLE 16.3 (a)

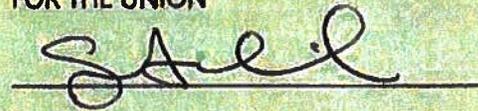
The parties shall use a three (3) member Arbitration Board which shall consist of one (1) nominee appointed by each party and a Chairperson mutually selected by the two (2) nominees, unless they mutually agree to use a single Arbitrator. **single Arbitrator as the default method of arbitration. However, by mutual agreement, the parties may instead use a three (3) member Arbitration Board, consisting of one (1) nominee appointed by each party and a Chairperson mutually selected by the two (2) nominees.**

Signed this 22nd day of September 2025

BARGAINING REPRESENTATIVE
FOR THE CITY



BARGAINING REPRESENTATIVE
FOR THE UNION



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")

OVERTIME ASSIGNMENT

The Employer will endeavour to distribute opportunities fairly amongst employees.

While the Employer maintains discretion over how overtime is assigned, this Letter of Understanding confirms a shared commitment between the Employer and the Union to fairness in the process.

Both parties have agreed to these terms as a way to promote consistency and mutual understanding moving forward.

Signed this 20 day of January, 2026

ON BEHALF OF THE EMPLOYER:

Sukh Kaila
Authorized Signatory (Print Name)

Signature

LARRY LAURIER
Authorized Signatory (Print Name)

Signature

ON BEHALF OF THE UNION:

Sam Akbari
Authorized Signatory (Print Name)

Signature

Authorized Signatory (Print Name)

Signature

SIGN-OFF: Posting Vacancies

ARTICLE 15. POSTING VACANCIES

- (a) ~~Effective 2023 October 18, all~~ **All Regular Full-Time vacancies will be posted following the week during which the Board becomes aware that a vacancy will exist. In the event a Department decides to review its staffing requirements then the posting of the vacancies may be delayed. The Human Resources Department will notify the Union of the reasons for any delay and the expected length of the delay. The commencement date of the vacant position will be included on the posting.**
- (b) **Vacancies and new positions covered by this Agreement shall be posted and remain posted for a period of five (5) working days prior to the filling of the vacancy or new position. The Board will make every reasonable effort to fill vacancies and new positions as soon as possible.**

Signed this 22 day of September, 2025

**BARGAINING REPRESENTATIVE
FOR THE BOARD**



**BARGAINING REPRESENTATIVE
FOR THE UNION**



SIGN-OFF: Grievance

ARTICLE 16.2

16.2 Grievance (amend 16.2 (c))

(c) ~~Policy Grievance~~ where a dispute involving a question of general application or interpretation occurs, Step 1 of this Article may be by-passed.

Policy Grievance Procedure

In the event of a dispute involving a question of general application or interpretation of the collective agreement, the following procedure shall be followed:

Step 1

Identification of the Issue: The party raising the grievance shall clearly identify the nature of the dispute and confirm that it pertains to a matter of general application or interpretation.

Step 2

Submission to Joint Grievance Committee: The grievance must first be submitted in writing to the Joint Grievance Committee. This submission should include all relevant details, including the specific provisions of the agreement in question and the interpretation being challenged.

Step 3

Review by Joint Grievance Committee: The Committee shall review the grievance, discuss the matter, and attempt to reach a resolution. The Committee may request additional information or clarification from either party as needed.

Step 4

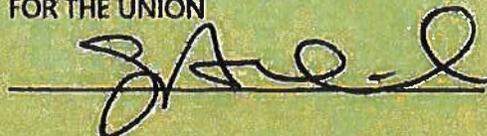
Escalation to Chief Constable: If the Joint Grievance Committee is unable to resolve the issue, the grievance may then be formally submitted to the Office of the Chief Constable (or designate).

Signed this 30th day of October, 2025

BARGAINING REPRESENTATIVE
FOR THE BOARD



BARGAINING REPRESENTATIVE
FOR THE UNION



SIGN-OFF: Arbitration

ARTICLE 16.3 (a)

The parties shall use a three (3) member Arbitration Board which shall consist of one (1) nominee appointed by each party and a Chairperson mutually selected by the two (2) nominees, unless they mutually agree to use a single Arbitrator. **single Arbitrator as the default method of arbitration. However, by mutual agreement, the parties may instead use a three (3) member Arbitration Board, consisting of one (1) nominee appointed by each party and a Chairperson mutually selected by the two (2) nominees.**

Signed this 22nd day of September, 2025

**BARGAINING REPRESENTATIVE
FOR THE BOARD**



**BARGAINING REPRESENTATIVE
FOR THE UNION**



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"). The purpose of this LOU is to clarify and formalize the understanding reached between the Parties regarding the payment of a premium to employees who are formally designated by the Employer to act as a Field Safety Representative ("FSR") to meet regulatory requirements.

Premium

An employee who is formally designated by the Employer to act as a Field Safety Representative ("FSR") for the purpose of complying with applicable safety regulations shall be paid a premium of one dollar and fifty cents (\$1.50) per hour for all hours worked on each shift during which the employee is so designated. The premium shall apply to both regular and overtime hours worked.

This premium shall not apply to employees whose job description or classification requires a Field Safety Representative ("FSR") designation or certification as a condition of employment.

Training and Certification

The Employer will cover the cost of required training, including course fees and time required to obtain and maintain FSR certification, in accordance with the Employer's Training and Development Policy.

The Employer reserves the right to verify certification status at any time.

General

All terms and conditions of the Collective Agreement shall continue to apply except as specifically modified by this Letter of Understanding.

The Parties intend that entering into this LOU shall neither enhance nor diminish any rights or entitlements under the Collective Agreement except as expressly set out herein.

This Letter of Understanding shall become effective on 1st of the month following ratification 2026. 

Signed this 2 day of MARCH, 2026.

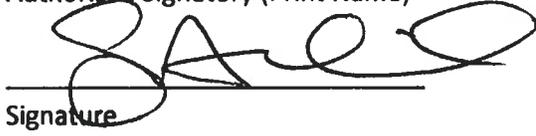
ON BEHALF OF THE EMPLOYER

LARRY RENEKE
Authorized Signatory (Print Name)


Signature

ON BEHALF OF THE UNION

Sam Aboukhalil
Authorized Signatory (Print Name)


Signature

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 between the City of Delta ("the Employer") and the Canadian Union of Public Employees, Local 454 ("the Union"), collectively referred to as "the Parties".

The purpose of this LOU is to clarify the Parties' agreement regarding premiums paid to Regular Full-Time employees who hold Environmental Operators Certification Program ("EOCP") Water Distribution and/or Wastewater Collection certification.

Eligibility for the EOCP premiums described in this LOU is limited to Regular Full-Time employees occupying the following positions within the departments listed below.

Utility Operations	<ul style="list-style-type: none">• Sub Foreperson Eng Ops• Operations Service Worker
Drainage, Irrigation & Sewers	<ul style="list-style-type: none">• Wastewater Collection Systems Operator 2• Wastewater Collection Systems Operator 1
Utility Maintenance	<ul style="list-style-type: none">• Water System Operator 3• Water Systems Operator 2• Water System Operator 1• Water Services Worker• Sub Foreperson CCTV• Utility Maintenance Worker
Construction	<ul style="list-style-type: none">• Sub Foreperson Eng Ops• Sub Foreperson Public Works• Utility Worker Construction

EOCP Certification Premium

A Regular Full-Time employee who holds Environmental Operators Certification Program ("EOCP") Water Distribution and/or Wastewater Collection certification and occupies one of the positions listed in this LOU shall be paid a premium (the "Premium") based on the highest applicable certification level held by the employee, as follows:

EOCP Water Distribution & Wastewater Level	Premium
Level 1	\$1.00 per hour
Level 2	\$1.75 per hour
Level 3	\$2.25 per hour
Level 3 – Delta Permit Holder	\$3.00 per hour

Where an employee holds more than one EOCP certification, the employee shall receive only one Premium based on the highest certification level held.

Only one (1) designated Delta Permit Holder per relevant department shall receive the Level 3 – Delta Permit Holder premium at any given time. The Employer shall determine the designation process.

Holding EOCP certification alone does not entitle an employee to the Premium. An employee must occupy one of the positions listed in this LOU and, where EOCP certification is required for that position, maintain the required certification in accordance with the applicable classification specification.

Terms and Conditions

1. Premiums will be paid only while the employee holds a valid EOCP certification in good standing.
2. Employees are responsible for maintaining their certification and providing proof to the Employer upon request.
3. The Premium applies during both regular hours of work and overtime.
4. The Employer reserves the right to verify certification status at any time.

Duration

This LOU shall remain in effect for the term of the current Collective Agreement, unless amended or terminated by mutual agreement of the Parties.

Effective Date

This Letter of Understanding shall come into effect on the first of the following month following ratification of the 2025 Collective Agreement.

Signed this 12th day of March, 2026.

ON BEHALF OF THE EMPLOYER

Sukh Kaur
Authorized Signatory (Print Name)

[Signature]
Signature

ON BEHALF OF THE UNION

Sam Abubail
Authorized Signatory (Print Name)

[Signature]
Signature