

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 Abulail
Authorized Signatory (Print Name)

[Signature]
Signature