

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.

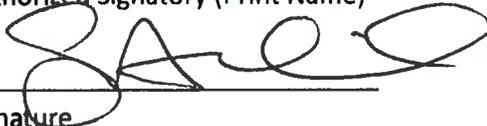
ON BEHALF OF THE EMPLOYER

LARRY REURKE
Authorized Signatory (Print Name)


Signature

ON BEHALF OF THE UNION

Sam Aboukhalil
Authorized Signatory (Print Name)


Signature