

LETTER OF UNDERSTANDING

BETWEEN

THE CORPORATION OF THE CITY OF VERNON

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 626
VERNON CIVIC EMPLOYEES' UNION

RE: Development Opportunity

Where the Corporation has posted a position internally and a fully qualified internal candidate has not been awarded the posting in accordance with the provisions of Article 9.03, Promotions and Staff Changes, Method of Making Appointment, the Corporation may post the opportunity as a "Development Opportunity" and consider internal applicants who do not presently meet all of the required qualifications and experience for the position.

Appointment to a Development Opportunity will always be conditional upon the candidate meeting full job requirements at some future point in time. The developmental opportunity will be posted using the format found as "Attachment A" to this Letter of Understanding.

Applicants to the Development Opportunity will receive consideration through a screening and testing process outlined in the posting. The Corporation will select the most suitable candidate(s) from the results of the screening/testing. The Corporation will share the results and selections with the Union. All applicants who undergo the screening/testing procedures will be notified of the results.

All reasonable costs associated with completing the required education and experience will be paid by the Corporation.

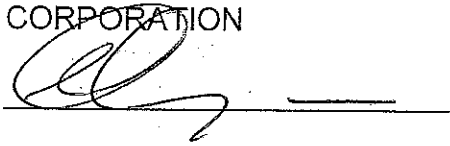
The qualifying period will have been completed ONLY after the successful candidate meets ALL required education and experience. The successful candidate will receive the posted rate of pay effective the date that all qualifying requirements were met. Until such time as all qualifying requirements are met, the successful candidate will be paid one band below the posted band.

Upon successful completion of the training opportunity, the candidate will be required to maintain employment with the Corporation for two (2) years. Where the candidate severs employment with the Corporation within a two year period following this training, the candidate will be required to repay to the Corporation, proportionate to the 2-year period, costs of this opportunity. This does not apply to promotions and applications to other positions with the Corporation.

Either party may terminate this Letter of Understanding by giving sixty (60) days written notice of termination to the other party.

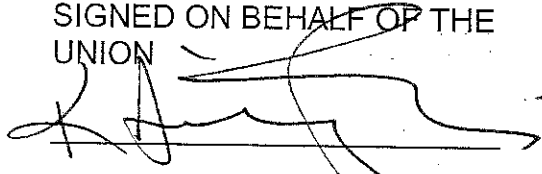
Dated 5 May, 2008.

SIGNED ON BEHALF OF THE
CORPORATION



M. Bailey

SIGNED ON BEHALF OF THE
UNION



PRESIDENT CUPE 626