

LETTER OF UNDERSTANDING

BETWEEN:

THE CORPORATION OF THE CITY OF VERNON

AND:

CUPE LOCAL 626, VERNON CIVIC EMPLOYEES

RE: " AIRCRAFT REFUELING PERSONNEL "

In order to provide for consistent and qualified coverage for Aircraft Refueling at the Vernon Regional Airport for periods outside the normal work day and normal work week, the parties agree as follows:

Pursuant to the job descriptions for Lube Technician, Technician – HD Equipment, Technician – HD Mechanic, the incumbents in these positions have agreed to serve as Aircraft Refueling Personnel (ARP) in accordance with the following terms:

The ARP's will be scheduled for one (1) week shifts as and when required by the Corporation. The "Shift" will commence at the end of the normal workday on the Tuesday and will terminate at the start of normal workday on the following Tuesday. The Corporation will provide notice to the ARP's at least one week in advance of a scheduled Shift requirement, if known.

The designated ARP may trade off full days within the Shift or an entire Shift in the event that personal commitments, including vacation conflict with the scheduled Shift or portions thereof. It will be this ARP's responsibility to ensure that the Shift is covered with qualified personnel and that management is advised of any changes made to Shift coverage.

The Corporation will provide adequate instruction/training in procedures and protocols for aircraft refueling. The ARP's will be supplied with a cell phone, facilities' keys and any other equipment deemed necessary during the Shift.

The ARP on Shift is expected to report to the Vernon Regional Airport to refuel aircraft when requested to do so. All responses shall be dealt with in a timely manner. This will be classified as a regular call out and the ARP paid for a minimum two hours @ double (2X) the employee's regular rate of pay.

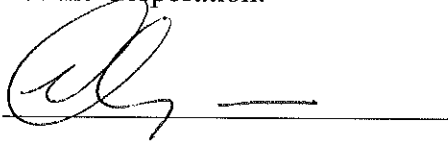
The two (2) hour minimum pay as it applies to that employee shall include all additional phone calls received within the two (2) hour period commencing from the time of the first call.

The Corporation will pay a weekly standby fee of \$250.00 per Shift or will be prorated to reflect portion of Shift worked.

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

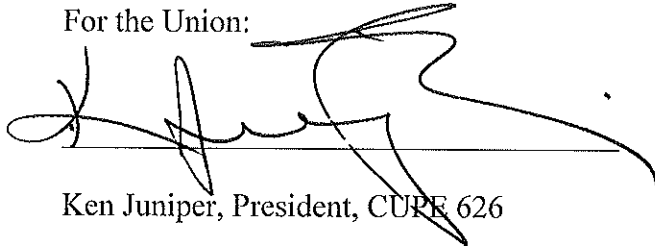
IN WITNESS THEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 30th day of November 2010

For the Corporation:

A handwritten signature in black ink, appearing to be 'L. Gous', written over a horizontal line.

Leon Gous, CAO, City of Vernon

For the Union:

A large, stylized handwritten signature in black ink, written over a horizontal line.

Ken Juniper, President, CUPE 626