

Collective Bargaining 2010

The Edmonton Space and Science Foundation

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CIVIC SERVICE UNION 52

Summary of Negotiated Changes to the Collective Agreement

A copy of the Memorandum of Agreement outlining the actual agreed to contract language is attached for your review. This document is a summary of the changes to assist you in understanding the impact of the changes to the language. The changes are addressed in the order that you find them in the Memorandum of Agreement.

1. **Duration: Two year term, 2010 and 2011**
2. **Article 4.02 – Definitions – Average Daily Hours of Work. Housekeeping.**
The language was revised to reflect the two work schedules: those working with a compressed day and those working 10 days in a bi weekly period.
3. **Article 7.01 – Reporting Unsafe Work Conditions.**
Due to the retirement of the Vice President, Operations, a change was made that the President will appoint a management representative for whom the membership can report unsafe working conditions to. The appointment will be posted so all staff are aware of who has been appointed to deal these concerns.
4. **Article 8.01 – Regular Hours of Work. Housekeeping.**
This clause was cleaned up and streamlined. The language under 8.01.02, 8.01.03, and 8.01.04 was moved into the general clause in 8.01.01. There was some language relevant only to the Fund Development Officer which has remained in 8.01.03. There is no change to the meaning or intent of the Article.
5. **Article 8.01.06 – Part-time Employee.**
The letter of understanding that previously allowed part-time employees to choose how they would be compensated for hours after 67.5 hours has not been continued. All part-time employees will now be entitled to work up to 75 hours and will be compensated on that basis.
6. **Article 8.04 – Consecutive Days Off. Housekeeping.**
Updated the language to reflect the date the last agreement was ratified on, March 20, 2008. The Assistant Manager, Food Services language was specific to all permanent employees active on March 20, 2008. As there has been turnover in that position, the language is no longer necessary and they would be covered under the language in 8.04.02. No change to the meaning or intent of the Article.
7. **Article 11.01 – Regular Schedules.**
There has been a change to positing of schedules in the School Programs department. If the Foundation is unable to confirm a thirty day schedule, the hours of work schedules will extend for a period of at least 14 calendar days, rather than the current 30 calendar days.

8. **Article 12.03.01 – Part-time Employees Overtime. Housekeeping.**
A change was implemented earlier in the year that overtime would be paid in excess of 8 hours. The change has been made in the collective agreement to reflect this.
9. **Article 12.03.02 – Outreach Co-ordinators and Assistant Manager, Food Services.**
A clarification was made that these positions can flex their time over a 2 week period. This has been the practice recently and this practice will be continued.
10. **Article 14.01.02.03 – Part-time to Permanent Conversion. Review date.**
The language has been changed to reflect the change that equivalent full-time service will be based on 75 hours bi-weekly. Further, the language has been changed to reflect last rounds letter of understanding in which part-time employees chose whether their compensation would be based on a 67.5 hours or 75 hours bi-weekly. Any conversion of hours for the period of time during the previous Agreement will be based on the selection that was made by the employee.
11. **Article 15.02 – Part-time Employees Seniority Conversion.**
The language has been changed to reflect the change that equivalent full-time service will be based on 75 hours bi-weekly. Further, the language has been changed to reflect last rounds letter of understanding in which part-time employees chose whether their compensation would be based on a 67.5 hours or 75 hours bi-weekly. Any conversion of hours for the period of time during the previous Agreement will be based on the selection that was made by the employee.
12. **Article 16.05 – Vacation Conversion Part-Time to Permanent.**
The language has been changed to reflect the change that equivalent full-time service will be based on 75 hours bi-weekly. Further, the language has been changed to reflect last rounds letter of understanding in which part-time employees chose whether their compensation would be based on a 67.5 hours or 75 hours bi-weekly. Any conversion of hours for the period of time during the previous Agreement will be based on the selection that was made by the employee.
13. **Article 16.14 – Posting of Vacation Schedules.**
Employees will submit their requests for vacation no later than April 30th and then a completed vacation leave schedule will be posted in an electronic format (Outlook at this time) accessible to all applicable employees. The change to this clause is that a paper copy of the vacation schedule will no longer be available.
14. **Article 17.02.02.03. - Parental Leave – Terms. Housekeeping. Referencing the correct Appendix.**
15. **Article 18.05 – Health and Welfare Benefits.**
With the abolishment of Alberta Health Care premiums the language has been removed. The remaining Appendices have been re-lettered.
16. **Article 18.07 – Health Spending Account. NEW.**
Effective January 1, 2011, all permanent employees will receive a health spending account in the amount of \$250 for an employee without dependents and \$500 for an employee with dependents. The payments will be divided into two: January 1st and July 1st. All employees who are working, on maternity or parental leave, STD, LTD, WCB, vacation or other paid leaves will receive the funds.

- 17. Article 23.04 – Temporary Positions. NEW**
The Foundation is able to post a temporary position for up to 18 months if the position is to replace a permanent employee on a maternity leave, parental leave or extended leave due to illness.
- 18. Article 30 – Wages/Term.**
2- year contract expiring December 31, 2011.
2010 – 3% with full retroactivity to December 31, 2009 for all employees who were active status as of August 27, 2010.
2011 – 3%
- 19. Appendix A – Alberta Health Care**
Deleted and subsequent re-lettering of Appendices.
- 20. Letter of Understanding I – Summer Science Camp Instructors**
Letter renewed with one change allowing the volunteers to work up to 40 hours per week.
- 21. Letter of Understanding II – Joint Benefits Committee.**
The Committee is no longer necessary and the letter was not renewed.
- 22. Letter of Understanding III – Alberta Health Care Premiums redirected.**
Letter not renewed. Health Spending Account added to the Collective Agreement.
- 23. Letter of Understanding IV – Part-time hours.**
Letter not renewed, incorporated into the Collective Agreement.