

Collective Bargaining 2025 – 2027

THE CITY OF EDMONTON

-and-

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 posted on the CSU 52 website for your review. This document is a summary of the changes to assist you in understanding the impact of the changes to the language. After reviewing this document, if you have further questions, please attend an information session and the Negotiations Committee will be available to answer your questions.

The changes are addressed in the order that you find them in the Memorandum of Agreement.

Term of the Collective Agreement

A 3-year term commencing on December 29, 2024 and ending on December 11, 2027 (pay period 26).

General Wage Increase

2025, effective December 29, 2024 – **2.75%**, with retroactive application in accordance with Articles 7.02.01, 7.02.02 and 7.02.03.

2026, effective December 14, 2025 – **3%**

2027, effective December 13, 2026 – **3%**

New Article 5.04.02, Audit of Union Dues

Every year, the Union's auditors are unable to verify that dues being forwarded from the City to the Union are being calculated correctly since they don't have access to the City's records. This language allows for the Union's auditors to meet with the City to verify that dues are being calculated appropriately and forwarded to the Union.

Article 6.07, Shift Differential

Clarification of the language to ensure that if half or more of the shift falls between the prescribed time periods, that the entire shift is compensated at the premium rate.

Afternoon Shifts – Increase from \$1.10 per hour to \$1.20 per hour

Midnight Shifts – Increase from \$1.20 per hour to \$1.75 per hour

Article 8.06, Safety Boot Subsidy

Removed language that the City only pays 50% of the cost. Increased the amount from \$60 up to a maximum of \$200.

Article 6.06.01, Temporary Change of Duties

Changed the language to ensure that someone who is assigned in writing to relieve in a senior position, that they will be compensated on a wage step in the senior position at a rate of pay that is at least 5% higher than their current wage step in the home position.

Article 7.01.03, Provisional Employee Wage Step Increments

Currently, provisional employees only receive wage step increases for every 1755 hours that they work. Going forward, after achieving provisional status and getting their first wage increase, subsequent increases will be given according to the hours equivalent of the months noted in 7.01.04 of the Collective Agreement. This means that provisional employees will now progress through the wage steps more quickly.

It takes a regular employee 6 months to go from Step 2 to Step 3 on the wage scale. The new language allows for the provisional employee to work approximately 877.5 hours (the 6-month equivalent in hours) to go from Step 2 to Step 3, instead of having to work another 1755 hours. Going from Step 3 to 4, a provisional employee will need to work approximately 1316.25 hours (the 9-month equivalent in hours), instead of having to work another 1755 hours. 1755 hours remains the same for Steps 5 and 6, which is the 12-month equivalent in hours.

Domestic Violence Leave

The City already allows for 10 paid domestic violence leave days per year, but it was important that it be added to the Collective Agreement, both to show that this type of leave is available, and to ensure that this leave remains available going forward.

Part II, Health & Welfare Benefits

Article 1.05, Income Protection Plan (Short-Term Disability)

Paragraph 4 is related to waiving sick incidents that count towards reducing short-term disability benefits to 75% of pay. The parties agreed to remove “Upon the recommendation of a Department Head,” since it is not a Department Head (Deputy City Manager) that makes decisions to waive benefit reduction. Disability Management, who acts as the Plan Administrator, makes these decisions.

Article 5.02.07, Major Medical Benefits, Diabetic Supplies

Alberta Blue Cross will be directed to cover both Continuous Glucose Monitors and Intermittent Glucose Monitors and associated supplies for diabetics. There was no need to change the language in the Collective Agreement.

Article 5.02.01, Drugs

The plan currently excludes drugs used for the management of obesity or weight loss, sexual dysfunction, fertility and hair replacement. These drugs will no longer be excluded.

Article 5.02.05, Psychologist/Master of Social Work

Increase coverage from \$1000 to \$2000 and add Registered Social Workers as practitioners.

Letters of Understanding

LOU #1, Work Experience/Placement Programs and Summer Students

Renew and update wages per the general wage increase.

LOU #2, Summer Program Leaders

Renew as is.

LOU #3, RE: Relief, Temporary, Provisional and Part-Time Employees in the Edmonton Police Service and in the Community, Recreation and Culture Brance of the Community Services Department

Renew as is.

LOU #4, 6th and 7th Consecutive Days of Work

Renew as is.

LOU #8, Employment Opportunities for Individuals with Intellectual Disabilities Program

Attachment #1 of the Memorandum of Agreement shows all of the changes to this LOU:

- Rename the LOU to “Employment Opportunities for Individuals with Disabilities Program”. This allows people with any disabilities to be provided with meaningful work opportunities at the City.
- Added language to ensure that current and future employees in this program are Union members.
- Language added to allow the City to alter terms and conditions of employment, if required, based on the unique needs of the individual, with prior consultation with the Union.
- The maximum number of positions under this program will remain at 40.
- Added language ensuring that each position meets or exceeds the City of Edmonton’s calculated living wage.

LOU #9, Project Positions – Open City and Technology

Retitle this Letter of Understanding to include the Edmonton Police Service’s Innovation and Information Bureau.

This LOU has existed for the City for many years and allows for IT employees with a specific skill set required for a project to be hired on a term for up to 3 years. The reason this LOU exists is because many temporary IT projects last longer than the 12 months that the Collective Agreement allows for temporary positions that are not related to sick or parental leave coverage (in those cases, temporary positions can be for up to 18 months). Recognizing that positions longer than 12 months are typically permanent, employees hired under this LOU are provided the same entitlements and benefits as permanent employees under the Collective Agreement; however, there are no layoff rights when the position comes to an end.

LOUs #11 and #12, 2018 Transition of Program Specialist Positions to the Union’s Jurisdiction

Changes are described at the end of this summary of negotiated changes.

LOU #13, Scheduling at Edmonton Police Service

Renew as is, renumber if necessary.

LOU #14, Hybrid Remote/Office Work Agreement

The LOU is renewed and will be renumbered if necessary. This secures hybrid work for the term of the Collective Agreement.

Article 3, Definitions – 3.07 Disability

Updated the definition of disability to ensure that the parties are following definitions under the [Alberta Human Rights Act](#).

Article 5.07, New Employee Orientation

Added new language to ensure that employee offer letters include a link to the CSU 52 Collective Agreement and the Union's website. Our intention is to build a Union orientation web page for new CSU 52 members.

Article 6.01.01.01, Variable Hours of Work

Housekeeping language to clarify the current practice that no overtime is payable unless the hours of work exceed 10 hours per day, or the bi-weekly hours of work noted in the article.

Article 12.01, Posting and Filling Vacancies

Clarified language that jobs will be posted in an electronic format.

Article 14, New Classes

Time for the City and the Union to negotiate wages for new job classifications has been extended from 7 to 14 calendar days.

Article 22, Job Evaluation Review and Appeal Process

Housekeeping language throughout to update the section responsible to "Compensation and Classification".

Part II, Health and Welfare Benefits, Article 1.01, Waiting Period

Clarifying housekeeping language changing "civic employment" to "employment with the City".

Part II, Health and Welfare Benefits, Article 2.01, Waiting Period

Clarifying housekeeping language changing “civic employment” to “employment with the City”.

LOU #5, Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement

Housekeeping changes to update a job title and remove the names of the arbitrators from the letter of understanding, since they change from time-to-time. The names of the arbitrators will remain in the Duty to Accommodate Framework Agreement, which is a separate document that is used by the City and all the City’s Unions when accommodating employees with disabilities.

LOU #6, Employment Insurance Reduction Program

Renew as is.

LOU #7, Earned Days Off Program – Building Condition Assessment Coordinators (80 Hours)

Deleted after discussing this LOU with the affected employees. This LOU has not been used in years and is no longer required. Should these employees have access to an EDO program in the future, it will be done in accordance with Addendum I of the Collective Agreement.

LOU #10, Compressed Hours of Work Program, Animal Care and Control, and Community Standards Dispatch.

Updated to remove all references to Animal Care and Control, since this work area no longer uses the LOU, as confirmed by the Union with the employees, and renew the LOU.

New LOU, Long Term Disability Disclosure of Information

This new LOU allows the Union to receive a quarterly list of members who are on LTD. This has long been an issue for the Union as members on LTD end up as terminated in our database, since they no longer show up on the City’s dues rand. This information allows the Union to update our database to ensure that members on LTD are appropriately coded as being on LTD, and Union communications to those members will continue.

The LOU also allows for the Union to know if members are disabled from their own job, which allows them to remain on LTD for up to 2 years, or disabled from any job, which allows them to remain on LTD longer than 2 years. There is also language to receive restrictions and/or limitations for any officers of the Union who may be on LTD, to ensure that we are accommodating medical conditions.

- This Section is Relevant Only to Program Specialists That Were Hired Under LOUs #11 and #12, 2018 Transition of Program Specialist Positions to the Union’s Jurisdiction -

Please also see Attachment II of the Memorandum of Agreement.

Member Experience Liaisons (MELs):

- LOU #12 will be deleted. This LOU was specifically for Member Experience Liaisons.
- MELs will have their own MEL job classification and will have a wage scale that is the same as the Recreation Technician I, which will be adjusted according to the general wage increase.
- To provide an idea of the wage rates, below is the 2024 wage scale:

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Recreation Technician I 8 hours	\$19.84	\$20.265	\$21.268	\$22.166	\$23.093	\$24.019

- Union seniority will be backdated, based on each employee’s continuous service.
- We are currently working on how the MELs will be placed on the wage grid. More information to follow.
- As LOU #12 will no longer exist, MELs will no longer be exempt from any articles of the Collective Agreement. For example, this means that these employees will now have access to shift differentials and weekend work premiums and be paid double-time when working on statutory holidays or working overtime.

Other Program Specialists (e.g. Usher/Ticket Takers, Individual Fitness Services, Group Fitness Instruction, Certified Sport Instructor/Coach, Fine Arts Instructors)

- The City will discontinue using the “Admin” rate of pay. Any administrative work that needs to be done will be at your regular rate of pay. We understand that Personal Trainers were most affected by this.
- For all Program Specialists who remain under this LOU, there will still be exclusions from the collective agreement and the LOU was updated to note the exclusions. The previous version of the LOU noted only a few articles that were included. Instead, articles not listed will be included. **The following remain excluded:**

Article 5.01 and 5.02, Union Security. Normally these articles prevent the City from setting terms and conditions of employment without the Union. However, the City requires these positions to be comparable to the market with wages, cost effective to be able to continue providing programs to citizens, and be able to adjust schedules if programs get cancelled.

Article 6, Working Conditions. These are articles for hours of work, overtime provisions, pay for work on off-days, pay for work on statutory holidays, shift differentials, weekend work premiums. These remain excluded since the City needs to be nimble in scheduling and not incur additional costs that will make programs too expensive for citizens. This does not prevent the City from paying employees an additional amount for time worked on

statutory holidays or paying overtime, if required. These payment rates would be in accordance with the minimums outlined in employment standards.

Article 7, Remuneration. These are articles on how regular employees are paid and include language on how employees move through the different steps in the wage scales. Since the City exclusively sets rates of pay, these articles do not apply.

Article 8, Fringe Benefits. These articles deal with statutory holidays, annual vacation leave, and leaves of absence. All entitlements under employment standards, such as statutory holidays, vacation, and maternity/parental leave still apply.

Article 9, Probationary Period. Since these positions are not permanent, benefited positions in nature, there isn't a probationary period.

Article 14, New Classes. This is language that allows the City to create new job classifications and negotiate wages with the Union. This doesn't apply since the City sets rates of pay for Program Specialists.

Article 18, Review of Employee Status. This is language allowing employees to become permanent by being continuously employed for a period of 12 months. This language wouldn't be relevant anyway as Program Specialists would be hired on a posting that doesn't guarantee hours.

Article 20, Pensions. As these positions are not classified as permanent, benefited positions, pensions do not apply.

Article 21, Position Evaluation Program. This language describes how the City allocates new positions within the job classification system, which also includes the associated wage scales. This does not apply because the City exclusively sets the rates of pay for Program Specialists.

Article 22, Job Evaluation Review & Appeal Process. This language allows employees to ask the City for a reclassification of their job. This language doesn't apply since Program Specialists do not have positions within the City's job classification system.

Part II Health and Welfare Benefits. This section includes short-term disability, long-term disability, and medical and dental benefits. These are benefits that apply to permanent, benefited employees (employees who are hired into permanent positions that are guaranteed 20 hours or more).

Addendum I, Compressed Hours of Work Programs. These programs allow permanent full-time employees to work additional hours each day to earn extra days off. As Program Specialists aren't permanent full-time employees, this language does not apply.

All Letters of Understanding, except LOU #5. Letters of Understanding include language that is specific to different types of positions, or specific work areas, so they wouldn't apply anyway. LOU #5 relates to the City and Union's duty to accommodate disabilities in the workplace. This LOU applies to all employees, including Program Specialists.

Examples of articles that are now included:

Article 3.21, Provisional Employee. Program Specialists who work 1755 hours within a 3-year period will now be able to attain provisional status. If a Program Specialist gets provisional status, they will get a provisional seniority date, which can be used to apply on promotional opportunities under **Article 10, Promotions**, of the Collective Agreement. Although provisional seniority does not trump permanent seniority, seniority can be used relative to other provisional employees who apply on promotions. Provisional employees also receive up to 10 sick days per year, as per **Article 25, Health and Welfare Benefits**.

Article 10, Promotions. Applies if a Program Specialist achieves provisional status.

Article 12, Posting and Filling Vacancies. This describes how jobs are to be posted.

Article 13, Seniority. Applies if a Program Specialist achieves provisional status.

Article 25, Health and Welfare Benefits as noted above.

Letter of Understanding #5, Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement. The City and the Union have an obligation to accommodate employees who are disabled.