

## Memorandum of Agreement between the City of Edmonton and Civic Service Union 52

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**MEMORANDUM OF AGREEMENT**

BETWEEN:

**THE CITY OF EDMONTON**  
(the "City")

- and -

**CIVIC SERVICE UNION 52**  
("CSU 52")

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The parties agree to the terms of this Memorandum of Settlement as constituting full settlement of all issues between the parties. Unless otherwise specified, changes to terms and conditions will be effective on the first day of the pay period following ratification by both parties.

The undersigned representatives of the parties do hereby agree to present and support to their respective principals the following changes to the previous 2018 - 2020 Collective Agreement.

1. **Term**

The collective agreement will have a four (4) year term, commencing on December 20, 2020 and ending on December 28, 2024 (pay period #26).

2. **General Wage Increase**

Appendix I – Schedule of Wages – shall be subject to a general wage increase as follows:

**2021**

December 20, 2020 (pay period #1) - 0%

**2022**

December 19, 2021 (pay period #1) - 1.25%

**2023**

January 1, 2023 (pay period #1) - 2.0%

# Attachment 1

## 2024

December 31, 2023 (pay period #1) - 3.0%

Retroactivity shall apply in accordance with Articles 7.02.01, 7.02.02 and 7.02.03 of the Collective Agreement.

### 3. **Lump Sum**

All current members as of the date of ratification by both parties will receive a one time lump sum payment of \$1,000 less mandatory withholdings.

### 4. **73.8 LOU**

Add a 25 Earned Day Off (EDO) option to the *Amended Hours of Work and Compressed Hours of Work Options (36.9) LOU*.

### 5. **Religious, cultural or ethnic observances, holidays or celebrations**

Add a new clause in Article 8.03 as follows:

**“An employee can request a leave of absence without pay for the purpose of observing religious, cultural or ethnic observances, holidays or celebrations not specified in article 8.01.01 and 8.01.02. The employee must request the leave from the City with as much notice as is reasonable in the circumstance and approval is subject to operational requirements. Where a request for leave is approved, an employee can elect to utilize banked time or vacation as an alternative to a leave without pay”**

### 6. **Bereavement Leave**

Add a new clause \*8.03.01.02.05 to allow for a provisional employee to be granted up to three (3) days off with pay for bereavement leave when death occurs in the employee's immediate family, as defined at 8.03.01.02.01.

### 7. **LOU #2 - Summer Program Leaders**

Renew and apply Living Wage as determined by the City.

### 8. **LOU #11**

Amend the final paragraph of LOU #11 as follows:

“The City and the Union will **meet annually** ~~continue~~ to discuss this Letter of

# Attachment 1

Understanding for potential revisions during the life of this Collective Agreement.”

9. **LOU #15 and LOU #16 (Program Specialists)**

Amend the LOUs #15 and #16 as follows:

- Add Article 4.02 Discipline to the list of Articles that shall apply
- At the end of the LOU, add: “The parties will establish a joint committee with members from the City and the CSU 52 to continue to discuss this Letter of Understanding for potential revisions during the life of the agreement.”

10. **Hybrid Work LOU**

[Update LOU](#) re Hybrid Remote/Office Work (attached) to include EPS and add to the collective agreement.

11. **Nurse Practitioners**

Amend Article 6.02.01 in Part II - Health and Welfare Benefits as follows:

“Charges for drugs, medicines, allergy serums, allergy serum extracts and insulin, with a DIN assigned by Health Canada, which are purchased on a written prescription of a physician, nurse practitioner\*, or dentist and dispensed by a licensed pharmacist, except that proprietary or patent medicines or drugs which can be purchased without a prescription will not be covered.

**\*Effective January 1, 2024, the City will accept written prescriptions from nurse practitioners.”**

12. **Signed Amendments**

All previously negotiated and signed amendments to the previous 2018-2020 Collective Agreement shall form part of this agreement.

All articles in the previous 2018-2020 Collective Agreement including letters of understanding, not amended by this Memorandum or as previously otherwise agreed to in bargaining, are brought forward with no changes to the new collective agreement.

The Parties agree that in final editing of the renewed collective agreement, the Parties may agree to other editorial changes to address clerical errors.

This Memorandum Of Agreement, if accepted and ratified, shall become effective in accordance with the Provisions of the Alberta *Labour Relations Code*.

SIGNED THIS 14th day of March, 2024

CSU 52

CITY OF EDMONTON