

## COLLECTIVE BARGAINING UPDATE

### Amalgamated Transit Union 569 Tentative Agreement Ratification

#### Recommendation

That the Memorandum of Agreement between the City of Edmonton and Amalgamated Transit Union Local 569 dated June 9, 2025, as set out in Attachment 1 of the July 2, 2025, Employee and Legal Services report ELS03129, be approved.

<b>Requested Action</b>	Decision required		
<b>ConnectEdmonton's Guiding Principle</b>	<b>ConnectEdmonton Strategic Goals</b>		
<b>CONNECTED</b> This unifies our work to achieve our strategic goals.	N/A		
<b>City Plan Values</b>	N/A		
<b>City Plan Big City Move(s)</b>	N/A	<b>Relationship to Council's Strategic Priorities</b>	N/A
<b>Corporate Business Plan</b>	Managing the Corporation		
<b>Council Policy, Program or Project Relationships</b>	N/A		
<b>Related Council Discussions</b>	<ul style="list-style-type: none"> <li>• ELS02949, Collective Bargaining Update Verbal Report, City Council, February 25, 2025</li> <li>• ELS02431, Collective Bargaining Update Verbal Report, City Council, April 23, 2024</li> <li>• ELS02203, Collective Bargaining Update Verbal Report, City Council, December 12, 2023</li> </ul>		

#### Executive Summary

- A tentative Memorandum of Agreement has been reached between the City of Edmonton and Amalgamated Transit Union Local 569 (ATU 569) (Attachment 1) and is being recommended

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for Council's approval. The proposed Agreement is in accordance with the mandate direction provided by City Council on February 25, 2025.

### **REPORT**

The term of the Agreement will be from December 31, 2023 to December 11, 2027. The tentative Agreement is within the Council approved mandate and provides the following increases on base wages:

- 2024 - 3.00 per cent (effective December 31, 2023)
- 2025 - 3.00 per cent (effective December 15, 2024) plus other additional monetary items
- 2026 - 3.00 per cent (effective December 14, 2025)
- 2027 - 3.00 per cent (effective December 13, 2026)

ATU 569 voted to ratify the proposed Agreement on June 23, 2025. Council's approval is required to finalize the Agreement.

### **Budget/Financial Implications**

The tentative agreement aligns with the mandate and related budget approved by Council for the years 2025-2026. The budget is currently held within Financial Strategies and no additional budget is required. Budget transfers from Financial Strategies to impacted branches will be processed after ratification. These transfers will apply to all ATU 569 members.

The 3.0 per cent settlement for 2027 will require an estimated \$7.3 million or 0.32 per cent tax increase in 2027. By approving this tentative agreement, Council will pre-commit a required tax increase in 2027 that will be incorporated into the 2027-2030 operating budget.

### **Community Insight**

Community insights are not available because collective bargaining is not to be conducted in public and the mandate was set previously by Council.

### **GBA+**

The City and ATU 569 reviewed language within the collective agreement and updated language related to gender neutrality in general.

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## Risk Assessment

Risk Category	Risk Description	Likelihood	Impact	Risk Score (with current mitigations)	Current Mitigations	Potential Future Mitigations
<b>If recommendation is not approved</b>						
Governance	If Council does not approve the recommendation, negotiations will likely move to strike or lockout as both parties participated in mediation to reach this tentative agreement	4 - likely	5 - worst case	20 - high	N/A	Contingency plans are in place in the event of a work stoppage.

## Attachment

1. Memorandum of Agreement between the City of Edmonton and Amalgamated Transit Union Local 569