

LETTER OF UNDERSTANDING

BETWEEN

The City of Edmonton
("the City")

AND

Civic Service Union 52
("CSU 52" or "the Union")

RE: Addendum to the '2018 - Transition of Out-of-Scope and Management Positions to the Union's Jurisdiction' LOU (Mass Jurisdiction Review) - General Professional and General Professional Leader Classification Streams and Pay Grades

As outlined in section three (3), 'Job Classification', of the '2018 - Transition of Out-of-Scope and Management Positions to the Union's Jurisdiction' LOU:

"The Parties will review each position affected by [the 2018 LOU] to determine their placement within the current Collective Agreement classifications. Where this review results in the creation of a new classification, the provisions of Article 14: New Classes will apply. The City will provide the Union with a class specification and written rationale, which may include both internal and external comparisons supporting its proposals for wages."

General Professional and General Professional Leader Classification Streams

- The General Professional and General Professional Leader classification streams (Appendix [A](#) and [B](#)) have been created and will be used to facilitate the transition of employees whose positions are moved into the scope of the Union through the jurisdiction review and where there is no appropriate fit within another currently existing CSU 52 job classification. As per Article 21 of the December 23, 2018 to December 19, 2020 Collective Agreement, the City may review and modify these classification streams as deemed necessary.
- The City will begin a classification review of the General Professional and General Professional Leader classification streams by no later than December 31, 2025.
- These broad job classifications are being created for this purpose only and will be in place until such time as the City transitions to a new job evaluation system or new job classification.
- Positions that are classified in another CSU 52 job classification will not be moved into the General Professional or General Professional Leader classification streams. The General Professional and General Professional Leader classification streams shall not be identified as a 'requested classification' by any employee outside of those streams, as part of the Job Evaluation Review and Appeal Process, outlined in Article 22 of the December 23, 2018 to December 19, 2020 Collective Agreement.
- As positions classified within these streams become vacant, and should it be desirous to fill the vacancy, they will be posted in accordance with Article 12 of the current collective agreement.

General Professional and General Professional Leader Pay Grades

- The General Professional and General Professional Leader pay grades (Appendix C and D) have been developed to reflect the 2023 Management/Professional Salary Schedules and are effective December 18, 2022.
- Wage adjustments for years up to and including 2023, that may be negotiated as part of collective bargaining between the City and CSU 52, will not be applicable to the General Professional or General Professional Leader pay grades. Wage adjustments for 2024 and beyond, that may be negotiated as part of collective bargaining between the City and CSU 52, will apply.

General

- While in these classifications, employees shall receive CSU 52 benefits as outlined in section ten (10), 'Health and Welfare Benefits', of the '2018 - Transition of Out-of-Scope and Management Positions to the Union's Jurisdiction' LOU.
- Employees being transferred to the jurisdiction of the Union will pay appropriate Union dues as outlined in section twelve (12), 'Union Dues Deduction', of the '2018 - Transition of Out-of-Scope and Management Positions to the Union's Jurisdiction' LOU.
- The terms of this Letter of Understanding (LOU) apply to those employees working in the Edmonton Police Service who are transitioning to the Union's jurisdiction as part of their jurisdiction review.
- Where there is a difference between the terms of this LOU and the collective agreement, this LOU shall apply.

[Redacted Signature]

For Civic Service Union 52

March 8, 2023

Date

[Redacted Signature]

For the City of Edmonton

March 13, 2023

Date