

LETTER OF UNDERSTANDING

BETWEEN:

Civic Service Union 52

(the "**Union**")

-and-

The City of Edmonton

(the "**City**")

Continuation of Work During a Legal Strike or Legal Lockout

WHEREAS the City and the Union (collectively the "**Parties**") are parties to a collective agreement with a term from December 29, 2024 to December 11, 2027;

AND WHEREAS the Parties are aware that a legal strike or legal lockout (a "**work stoppage**") could occur during future rounds of collective bargaining;

AND WHEREAS the essential services provisions set out in Part 2, Division 15.1 of the Labour Relations Code (the "**Code**") do not apply to the Parties but the Parties agree that it is necessary that certain bargaining unit positions continue working during a work stoppage;

AND WHEREAS the Parties have voluntarily and mutually agreed that employee(s) occupying a particular position will continue to work in the event of a work stoppage during future rounds of collective bargaining;

THEREFORE ON A WITHOUT PRECEDENT BASIS THE PARTIES AGREE AS FOLLOWS:

1. The employee(s) occupying the position of "Zoo Veterinarian" will continue working during a work stoppage for the duration of the work stoppage.
2. The Parties agree that the employee(s) occupying the position of "Zoo Veterinarian" will continue to be covered by all of the terms of the collective agreement (unless expressly provided for in this Letter of Understanding), despite the fact that the collective agreement will cease to apply to all other bargaining unit employees upon the commencement of a work stoppage. For greater certainty, this includes, but is not limited to, hours of work, overtime, and sick provisions outlined in the existing collective agreement.
3. The Parties agree that the employee(s) occupying the position of "Zoo Veterinarian" will continue to work on the same basis as they had been working up to the commencement of

a work stoppage. The Parties agree that the employee(s) will continue to be assigned to their regular work.

4. The Parties agree that this Letter of Understanding will be effective immediately and will remain in force until the expiry of the current collective agreement. The Parties further agree that, during the next round of collective bargaining, the provisions of this Letter of Understanding shall be incorporated into the collective agreement, subject only to any mutually agreed revisions to update or clarify the language at that time.
5. For greater certainty, the Zoo Veterinarian(s) whose position is required to continue to work on the same basis in the event of a work stoppage will be eligible to participate in any strike vote under the *Code* provided they meet the usual eligibility criteria. Additionally, participation in any strike-related activities outside of their hours will not be restricted.
6. This Letter of Understanding can be executed in counterparts.



For Civic Service Union 52

October 31, 2025

Date



For the City of Edmonton

Nov 10, 2025

Date