

LETTER OF UNDERSTANDING

-between-

The Edmonton Space and Science Foundation (the “Foundation”)

-and-

Civic Service Union 52 (the “Union”)

NEW CLASSIFICATION – SCIENCE SPECIALIST

The Employer and the Union agree to the creation of the classification of Science Specialist within the bargaining unit.

The parties further agree that the classification is properly included within the Bargaining Unit and the Collective Bargaining Agreement between the parties.

To ensure a smooth transition and alignment with the Collective Agreement the initial incoming 2026 wage rates and grid for the Science Specialist classification shall be as follows:

Code	Position	Hours		Step A	Step B	Step C	Step D	Step E	Step F
160	Science Specialist	B	Y	57949.09	59664.03	61997.15	64749.04	68258.68	72286.80
			B	2228.81	2294.77	2384.51	2490.35	2625.33	2780.20
			H	29.72	30.60	31.79	33.20	35.00	37.07


Progression through the wage grid shall occur in accordance with Article 29 of the Collective Agreement governing salary increments, progression, and annual percentage increases as negotiated.

All other provisions of the Collective Agreement shall apply to employees occupying the classification of Science Specialist, including but not limited to hours of work, overtime, seniority, benefits, leaves, grievance procedure, and all other rights and obligations contained within the Collective Agreement.


Upon implementation of this letter, the employer agrees it shall post and fill Science Specialist positions in accordance with Article 19 of the Collective Bargaining Agreement.

This Letter of Understanding forms part of and shall be read in conjunction with the Collective Agreement currently in force between the parties. Except as specifically modified by this Letter, all terms and conditions of the Collective Agreement shall apply to employees occupying the

classification referenced herein. The parties further agree that the classification and corresponding wage grid established through this Letter of Understanding shall be incorporated into the wage schedules of future Collective Agreements, subject to collective bargaining between the parties.



John Carpenter
Director of Labour Relations
CSU 52



Constance Scarlett
President
Edmonton Space and Science Foundation

June 1, 2026

Date

May 29, 2026

Date