

Letter of Understanding

between

The Edmonton Space and Science Foundation (TELUS World of Science)
("Employer" or the "Foundation")

and

Civic Service Union 52
("Union")

Re: Temporary Layoff and Recall Measures

Preamble

The Foundation experienced a catastrophic flooding event on July 10, 2026, resulting in the temporary closure of TELUS World of Science Edmonton and a significant disruption to its operations. The Parties recognize that these extraordinary and unforeseen circumstances have substantially reduced the availability of work and require a temporary response that balances the operational needs of the Foundation with the interests of employees.

The Parties further recognize a shared commitment to supporting the Foundation's recovery while preserving employment relationships wherever reasonably possible and facilitating an orderly return to normal operations. Accordingly, this Letter of Understanding establishes temporary measures governing workforce reductions, recalls, and related matters arising solely from the July 2026 flood.

NOW THEREFORE the parties agree as follows:

1. Duration

This LOU shall take effect immediately upon execution and shall remain in effect until the earlier of:

- the Foundation has substantially resumed normal operations;
- November 30, 2026; or
- such other date as mutually agreed in writing by the parties.

Upon expiry, this Letter of Understanding shall cease to have effect and the Collective Agreement shall resume full force and effect.

2. Superseding the Collective Agreement

Where any provision of this Letter of Understanding conflicts with or differs from Article 26 (Layoffs and Technological Change), Article 27 (Dispute Resolution Process), or any other provision of the Collective Agreement, this Letter of Understanding shall prevail for the duration of this agreement and only with respect to the circumstances arising from the July 2026 flood. Upon expiry of this Letter of Understanding, the Collective Agreement shall immediately resume full force and effect.

This Letter of Understanding shall not constitute a permanent amendment to the Collective Agreement.

3. Temporary Workforce Reductions

Employees may be temporarily laid off where operationally required during the closure period.

The parties acknowledge that these workforce reductions are temporary and are not intended to permanently eliminate positions. No employee shall lose seniority because of a temporary layoff under this Letter of Understanding.

Employees within a position title shall be laid off in reverse order of seniority.

4. No Bumping

The parties agree that the bumping provisions contained within Article 26 of the Collective Agreement shall not apply to workforce reductions implemented pursuant to this Letter of Understanding. Employees shall remain associated with the position they occupied immediately prior to the temporary layoff.

5. Preservation of Employment Status

All employees who are temporarily laid off under this Letter of Understanding shall retain the employment status they held immediately prior to the layoff, including:

- Permanent Full-Time Employees
- Permanent Part-Time Employees
- Ongoing Part-Time Employees
- Temporary Employees

Upon recall, employees shall return to the same position, classification, employment status, and rate of pay they held immediately prior to layoff unless otherwise mutually agreed.

6. Recall Process

The Foundation agrees that employees shall be recalled as soon as operational requirements permit. Where operational requirements allow only a partial reopening, employees may be recalled in phases.

Recall shall be administered separately for each position title in which work becomes available, in accordance with the following:

1. Employees who occupied the position title immediately prior to their temporary layoff shall have priority for recall to that position title over employees who did not occupy that position title, regardless of their employment status or seniority.
2. Where the number of employees on temporary layoff who occupied the applicable position title exceeds the number of recalls available, employees shall be recalled in the following order of employment status:
 - a) Permanent Full-Time Employees
 - b) Permanent Part-Time Employees
 - c) Ongoing Part-Time Employees
 - d) Temporary Employees.
3. Within each employment status listed above, employees shall be recalled in order of seniority, with the most senior employee recalled first.

7. Partial Restoration of Positions

The parties recognize that operations may resume gradually and that some positions may initially return on a reduced schedule. Where the Foundation determines that fewer than full-time hours are available for a position title, and the next employee entitled to recall under Section 6 of this LOU is a Permanent Full-Time Employee, the available hours shall first be offered to that employee.

The employee may choose to:

- accept the temporary reduced hours pending restoration of full-time operations; or
- decline the temporary reduced hours without prejudice to their future recall rights.

Where a Permanent Full-Time Employee accepts a recall on reduced hours:

1. the employee's status as a Permanent Full-Time employee will not be affected;
2. any subsequent increase in available hours within the position title shall first be used to restore that employee to their regular full-time hours;
3. no further employee shall be recalled to the position title while the Permanent Full-Time Employee remains below their regular full-time hours; and
4. once the Permanent Full-Time Employee's regular full-time hours have been restored, any remaining available work shall be offered in accordance with the recall order established in Section 6.

An employee who declines the initial reduced-hours recall shall remain eligible for a future recall to that position title in accordance with Section 6 of this LOU, and the Foundation may instead offer the available work to the next eligible employee.

8. Temporary Work During Recovery

Nothing in this LOU prevents the Foundation from recalling employees temporarily to perform recovery work, cleanup, planning, exhibit restoration, training, reopening preparation, programming, administrative work, or any other operational duties consistent with the employee's skills and abilities.

Such assignments shall not affect permanent recall rights and shall follow the recall process as outlined in Section 6 of this LOU.

9. Consultation

The Foundation and the Union shall meet as often necessary throughout the closure to review:

- restoration progress;
- anticipated reopening dates;
- staffing requirements;
- upcoming recalls;
- operational changes;
- any issues arising under this Letter of Understanding.

10. Recall Before External Hiring

During the term of this Letter of Understanding, the Foundation shall not hire new employees, engage temporary agency personnel, or contract out bargaining unit work that can reasonably be performed by employees on temporary layoff until all qualified employees on the recall list have first been offered the available work in accordance with this Letter of Understanding.

11. Disputes Resolution

Except as expressly modified by this section, Article 27 of the Collective Agreement shall apply to any dispute concerning the interpretation, application, administration, or alleged violation of this Letter of Understanding.

Only the Union or the Foundation may initiate or advance a dispute regarding this Letter of Understanding. An individual employee may not independently initiate or advance a grievance or other dispute under this Letter of Understanding through the Dispute Resolution Process.

An employee may raise a concern respecting the application of this Letter of Understanding with the Union. The Union shall determine whether and in what manner the concern will be pursued under Article 27, having regard to the interests of the bargaining unit as a whole and any competing interests of affected employees.

The parties agree to execute any issue arising from this LOU in an expedited manner.

12. Other Terms

- Union dues shall be deducted from all wages paid to an employee who is recalled to work under this Letter of Understanding, including an employee recalled on reduced hours under Section 7 or is recalled for a temporary assignment under Section 8, in accordance with Article 6.04 of the Collective Agreement.
- No Union dues shall be deducted for any pay period in which an employee remains on temporary layoff and receives no wages from the Foundation.
- All employees shall continue to accrue seniority during a temporary layoff under this Letter of Understanding.
- A temporary layoff under this Letter of Understanding shall not break an employee's continuous service with the Foundation. Upon recall, the employee shall retain all continuous service accumulated immediately prior to the temporary layoff for the purposes of vacation entitlement, long-service recognition, and any other entitlement under the Collective Agreement that is determined by continuous service.

13. Non-Precedent Setting

This LOU is intended to address the immediate concerns of the Foundation's temporary closure. It shall not be relied upon in future negotiations, grievances, arbitrations, or proceedings before the Alberta Labour Relations Board or any other hearings or tribunals except with respect to the interpretation or enforcement of this Letter of Understanding herein.

Signed this 15 day of, July, A.D. 2026

For the TELUS World of Science



Constance Scarlett
President & CEO

For Civic Service Union 52



Director of Labour Relations
CSU52