

# CIVIC SERVICE UNION 52

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January 6, 2015

Reference No: 40-4BargainingUpdate.Jan2015

To: All CSU 52 Members of the Edmonton Public Library Bargaining Unit  
From: The Edmonton Public Library Negotiations Committee  
**RE: Information Meeting and Ratification Vote Notice**

CSU 52 has reached a tentative contract settlement with Edmonton Public Library. This agreement was reached on December 23, 2014, after negotiations were truncated to come to financial settlement at the urging of the City of Edmonton. We are recommending acceptance.

The Memorandum of Agreement (MOA) that was reached can be found on the CSU 52 website ([www.csu52.org](http://www.csu52.org)) and a Summary of Changes document that helps outline the changes is attached to this communication.

After you review the information available to you, if you have any questions about the proposed MOA, please attend the Information Meeting; the Negotiations Committee will be available to answer your questions.

Please be advised that the Information Meeting and the Ratification Vote times and locations will be as follows:

## Information Meeting and Ratification Vote:

**DATE:** Sunday, January 18, 2015      **TIME:** 5:30 p.m. to 7:00 p.m.      **LOCATION:** Stanley A. Milner Library  
7 Sir Winston Churchill Square  
Edmonton Room

*Note: The only access is through the Library Parkade*

## Ratification Vote Only:

Alternatively, you may vote on the Ratification of the Collective Agreement at the following three simultaneous voting stations (there will be no Information Meeting on these dates).

**DATE:** Monday, January 19, 2015

### LOCATIONS:

<b>1.</b> Stanley A. Milner Library 7 Sir Winston Churchill Square Theatre Foyer (Basement)	<b>2.</b> Londonderry Branch 110 Londonderry Mall 137 Avenue & 66 Street Work Room	<b>3.</b> Whitemud Crossing Branch 145 Whitemud Crossing Shopping Centre 4211 - 106 Street Program Room
<b>TIME:</b> 4:00 p.m. to 6:00 p.m.	<b>TIME:</b> 4:00 p.m. to 6:30 p.m.	<b>TIME:</b> 3:30 p.m. to 6:00 p.m.

*Note: Voting must be done on personal time*

If ratified, the terms outlined in the MOA will become part of our Collective Agreement which will be in place until December 2018. It is a 5-year agreement and the general wage increase is retroactive to the expiry of the 2010 to 2013 Agreement.

Please bring your PINK CSU 52 Membership card with you to vote. If you require a new or replacement Union card, please contact the Union office at [info@csu52.org](mailto:info@csu52.org) or 780-448-8900.

If you have been issued a Membership card but do not have it with you at the time of the vote, you may use your Employee picture identification or a picture identification with your home address (ex. Driver's License). We will look for a match on the RAND list and provide you with a ballot.

Your Negotiations Committee

Attach.

## Collective Bargaining 2014

### The Edmonton Public Library

-And-

### Civic Service Union 52

#### Summary of Negotiated Changes to the Collective Agreement

A copy of the Memorandum of Agreement outlining the actual agreed to contract language is posted on the CSU 52 website for your review. This document is a summary of the changes to assist you in understanding the impact of the changes to the language. The changes are addressed in the order that you will find them in the Collective Agreement (with the exception of items #1 and #2).

1. Wages and Duration: Five year term:
  - 2014 – Effective December 29, 2013 – 2.0%**
  - 2015 – Effective December 28, 2014 – 2.25%**
  - 2016 – Effective December 27, 2015 – 2.75%**
  - 2017A – Effective December 25, 2016 – 2.0%**
  - 2017B – Effective June 25, 2017 – 1%**
  - 2018 – Effective December 24, 2017 – 3%**
2. Throughout Agreement: **Ensure that language throughout the Agreement is gender neutral.**
3. 3.07 Level: This article has been rewritten to provide greater **clarity around the meaning of “level”.**
4. 5.04 Names of Business Agents, and Shop Stewards and **Mailout Representatives**: The list will now be provided to the Library **quarterly** to provide both the employer and employees with up-to-date information.
5. 5.05 Employee Contact Information: **Accessibility to our members has been improved for the Union in order that information can be disseminated more quickly from the Union Office.**
6. 7.03 Shift Work: The article has been **re-written to provide clarity regarding the posting and maintenance of shift schedules.**
7. 8.01.02.01 Remuneration: This article will clarify the **existing practice of extending performance reviews past an employee’s anniversary date in circumstances where an employee has been absent in excess of 30 days during the performance review period.**
8. 9.01 General Holidays: The article has been amended to provide **clarity regarding the July 1 statutory holiday.** The change is consistent with legislation.
9. 9.02.10 Vacation Carry Over: The article has been amended to meet the employer’s interest in **alignment of the “vacation carry over” date with the end of the calendar year.** This alignment is in the interest of budgetary clarity and workability. **Vacation carry-over entitlement has been limited to one (1) year’s vacation entitlement.**
10. 9.02.11 Deferred Vacation: **The words “Chief Executive Officer (CEO) or designate” have been deleted from this article.** Requests to save/defer vacation to a later date **will now be referred to an employee’s immediate manager.**
11. 13.03 Posting and Filling Vacancies: An **addition has been made to the criteria** under which the employer can chose an alternate applicant on a past posting without re-posting (in the three month period after the original selection on the posting). The employer may now fill a vacancy that results from a **resignation, promotion or transfer** of the selected applicant.

12. 14.05 Seniority: This article has been re-written to **provide greater clarity regarding how an employee may choose vacation in the first year after they have moved from one service location to another**. The changes do not reflect a substantive change in practice.
13. 23 Part-Time Employees Health Care/**Flexible** Spending Account: **Effective December 27, 2015**, the Health Care Spending Account is improvised to reflect an increase from \$250.00 to **\$320.00 and effective December 25, 2016, the account amount will increase to \$390.00. As of December 25, 2016**, part-time employees will have the option of taking the dollars as a Health Care Spending Account (a non-taxable benefit) **or paid out as a taxable income. Employees will be able to elect their choice for either option once each two-year period.**
14. Part II 6.02.05 Psychologist/**Master of Social Work**: An employee may now access and claim invoiced costs for treatment sessions with a Counsellor who holds a designation of Master of Social Work.
15. Part II 6.05 – Health Care/**Flexible** Spending Account: **Effective December 27, 2015**, the Health Care Spending account for permanent full-time employees and for permanent part-time employees is improved with the account for **permanent full-time employees increased from \$500.00 to \$640.00** and from \$250.00 to **\$320.00 for permanent part-time employees. Effective December 25, 2016, account amounts will increase to \$780.00 and \$390.00 respectively.** In addition, as of **December 25, 2016**, employees will have the option of taking the dollars as a Health Care Spending Account (a non-taxable benefit) **or paid out as taxable income. Employees will be able to elect their choice for either option once each two-year period.**
16. Letter of Understanding (LOU) #1 Student Pages: This LOU has been amended to **delete reference to an increase in vacation entitlement for Student Pages in their third year of service**. The deletion is consistent with a previous change to this LOU which limited employment of a Student Page to the date of the employee's eighteenth (18<sup>th</sup>) birthday. There is no substantive impact to this change.

Your Library Negotiations Committee,

Lori Jeffery-Heaney, CSU 52 Bargaining Unit Representative - Library  
Amanda Hall  
Judith Basisty  
Amber Andersen, Business Agent  
Joe Childs, Chief Negotiator