

LETTER OF UNDERSTANDING #12

Between

The City of Edmonton

And

Civic Service Union 52

Employment Opportunities for Individuals with Intellectual Disabilities Program

The parties agree that effective on the date of the signing of this letter of understanding, it replaces Letter of Understanding #12 in the 2014-2018 Collective Agreement.

The City and the Union believe that it is important to promote a city culture of inclusion, where persons with intellectual disabilities have the opportunity to contribute, participate and feel valued through meaningful employment opportunities with the City of Edmonton.

We will work together with disability focused community serving organizations (partner organization) to provide employment opportunities to such individuals, under the following conditions:

- There will be a maximum of 40 positions that are doing work that would typically fall within CSU 52's jurisdiction that will be casual, out-of-scope and part-time, across all City Departments.
- If any position is scheduled to exceed 20 hours per week on a continuous basis for a minimum duration of three months the City will obtain approval from the Union before implementing the work schedule.
- The positions will not be posted, but will be filled by appointment on recommendation of the serving organization.
- Duties of the position will be meaningful and aligned to the unique skills and abilities of each individual and may include some tasks which would normally be considered to be bargaining unit work.
- In consultation with the disability serving organization, the City of Edmonton will set the wage rates using the union's 2014 -2018 Collective Agreement as a reference and guideline.
- There will be no loss of bargaining unit positions. There be no changes to the job duties of existing CSU members, as a result of this program.
- The Recruitment Section of HR will advise CSU 52 of placements made under this letter of understanding on a quarterly basis. A report of all hours worked by individual working under this program will be provided to the Union once per year.
- Issues related to individual performance management, safety, or inappropriate/unacceptable behaviour shall be the responsibility of Management to address.

The City and the partner organization will provide orientation and awareness training to the work areas participating in the program, as well as case management support during the first 12 months of the employee's employment in the position.

SIGNED this 26 day of November A.D. 2015

CIVIC SERVICE UNION 52

CITY OF EDMONTON

L. P. Chudoff

Jeff Mark

San Jiro

Witnessed By: