

LETTER OF UNDERSTANDING #17

Between
The City of Edmonton
(hereinafter called the "City")

And

Civic Service Union 52
(hereinafter called the "Union")

Summer Student Temporary Employment

The parties agree to the following provisions regarding the hiring of students as temporary employees on a seasonal basis:

Qualifications Relative to Hire and Timeframe for Summer Positions:

- Students may be hired for up to 5 months on a seasonal basis during the summer months of April 1 to September 4.
- Employees hired under this agreement must provide proof of their attendance at a secondary or post secondary learning institution for the year or semester immediately preceding the term to be considered for summer hire.

Union Status and Union Security:

- Summer students will be considered Union members.
- Summer student positions will reflect limited duties within entry-level positions, or opportunity concept level positions. The duties will be clearly identified on postings.
- The City will not extend the term for summer students.
- All terms and conditions of the Collective Agreement will apply, unless otherwise noted or agreed to by the parties.
- Hire of summer students will not result in lay-off or a reduction of hours of existing staff.

Communication:

- The City will provide the Union with a list of summer student hires by June 15 of each year or if a summer student is hired after June 15th, the union will be notified prior to the student's start date.
- Information provided to the Union by June 15 will include the name and entry date of the hire, anticipated employment end date, department and work area.
- The parties may mutually agree to extend the timeframes outlined in this letter if appropriate and/or extenuating circumstances exist.
- The Union will be provided with time to have Union orientation at regularly scheduled orientation sessions.
- The parties may mutually agree to extend the timeframes outlined in this letter if appropriate and/or extenuating circumstances exist.

Terms and Conditions of employment:

- a) The City and the union shall negotiate the wage rates for Summer Students. A separate wage schedule outside of Appendix I shall be created for these positions. Should the City and union be unable to come to agreement on wages, the process in 14.02 of the collective agreement will be followed.

SIGNED this 9 day of December

A.D. 2015

Civic Service Union 52

CITY OF EDMONTON

A handwritten signature in blue ink, appearing to read "Joe Chiles".A handwritten signature in blue ink, consisting of a stylized initial followed by a long horizontal stroke.