

EPL UPDATE #1

March 30, 2020

Dear EPL colleagues and CSU 52 Members,

Today is not a good day. Today 489 EPL staff members received notice of temporary layoff, effective April 14 2020. Most affected are our Branch Services folks who serve our patrons daily. Although most layoffs are Unionized members, management is also affected by these layoffs.

1600 employees from the City of Edmonton were also laid off today. These difficult decisions are those of the employer. Given the number of staff affected, it was not possible for EPL to meet with members individually prior to the notice being given today. The Union believes that EPL truly value their staff, and want nothing more than to re-employ their staff once this Pandemic is resolved.

This situation became a reality this weekend, and CSU 52 worked with EPL to create a Letter of Understanding outlining agreed upon terms for the layoffs.

Clauses 12.01, 12.02 and 12.03 of our Collective Agreement have been suspended and replaced by [Letter of Understanding \(LOU\) #11 – Temporary Layoff and Recall: COVID-19 Pandemic](#). All other terms and conditions of the Collective Agreement remain in place.

LOU #11 will remain in force until July 31, 2020. It can be renewed (extended) or can be terminated earlier at the agreement of both parties (EPL and CSU 52). The parties agree to meet and address issues as they arise.

Neither party knows what this situation will bring in the coming months. Our commitment is to work together to bring our members back to work as soon as possible, and support them as much as possible during this time.

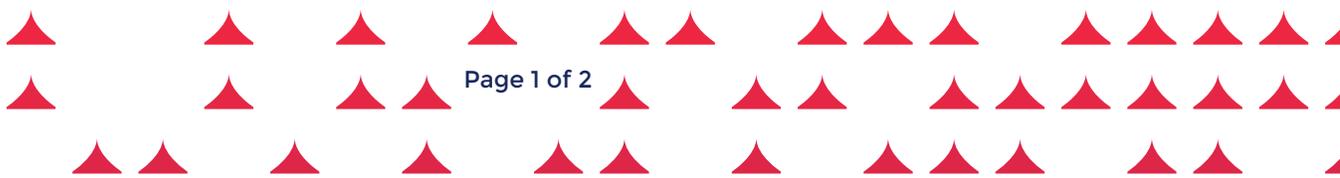
Please see LOU #11 to understand what support is being provided in way of your benefits, EI benefit/CERB top up, and how your pension will be affected. LOU #11 also outlines how your vacation will be impacted, and addresses the continuation of seniority.

EPL continues to employ some of our staff at the present time, while there is still work for them to do. EPL has indicated that they will continue to assess the availability of ongoing work and additional layoffs could result should the closure continue for a prolonged period of time.

If a Temporary employee or Student Page has an established end date (to their employment) that occurs during the temporary layoff, their employment will end on the established end date, and their participation in the SUB Plan will end concurrently with their employment if they have not exceeded the SUB Plan duration.

EPL and CSU 52 have addressed recall language in LOU #11. Bringing EPL back up and running will be a complex issue, but one that we will happily address. For now, our focus is on trying to take care of folks for the foreseeable future.

I know that many of you are upset, even angry. I assure you that this is not something that your Union wants to happen. Given the circumstances our goal is to work with EPL to provide you with as much support as possible.



Many people are wondering why EPL had to lay staff off. EPL is funded primarily through the City of Edmonton, and the Provincial Government. Both the City and the Province have announced measures to reduce impacts to citizens, including the deferral of taxes. These measures are, and will continue to financially impact EPL. Many Edmontonians no longer have a job to return to.

As your Union Representative, I too have been laid off. I will however continue to be here to represent you, answer your questions and do what I can to assist you. Our Union office remains available to you as well, under somewhat revised working conditions.

This has been a difficult decision for those who had to make it, and it presents unexpected challenges and hardship to you. Although it is hard to do with these additional pressures, please keep in the forefront that your health, and the health of those whom you love and need to support is of the utmost importance at this time.

Sincerely,

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