

## LETTER OF UNDERSTANDING

*Between*

**The City of Edmonton**

*And*

**The Edmonton Police Service**

*And*

**Civic Service Union 52**

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### **Redeployment of Edmonton Police Service Employees during COVID-19**

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The parties recognize that the COVID-19 pandemic is an emergent, unanticipated and unprecedented situation, which requires flexibility and innovation. Civic Service Union 52 ("CSU 52") and the Edmonton Police Service ("EPS") recognize it is important to provide services to the citizens of Edmonton in a safe and effective manner. The parties recognize that the flexibility and innovation required in the circumstances may warrant deviation from the terms of the Collective Agreement and/or EPS policies and procedures. As such, the parties agree as follows:

- a) This Letter of Understanding applies to CSU 52 members who have positions with the EPS.
- b) The EPS and CSU 52 will work together to attempt to ensure that CSU 52 members can fulfill their duties and have continuity of work in as safe of an environment as possible during this time.
- c) The EPS and CSU 52 recognize that, to fulfill the above and to respond to evolving circumstances, the EPS might need to take certain actions e.g. temporarily transferring members to different positions, changing shift schedules, and/or temporarily reconfiguring members' duties, roles and responsibilities.
- d) Rates of pay will remain the same during the period of redeployment.
- e) A list of employees who are redeployed will be maintained and updated by the EPS and will be provided to CSU 52 on a bi-weekly basis.
- f) As operational needs evolve, decisions may need to be made quickly. Every reasonable effort will be made to consult with CSU 52 before decisions impacting their members are made, however, it is understood that this will not always be possible to address emergent issues. CSU 52 will be contacted as soon as possible, and necessary adjustments will be made to decisions as appropriate.
- g) Management of the area that the employee is redeployed to is responsible for training redeployed staff on every new work activity they would perform to protect their health and safety. An employee should not perform an activity until they have been trained to do so. Management of the area that the employee is redeployed to is also responsible for ensuring the employee is aware of any Personal Protective Equipment (PPE) requirements.

- h) No employee redeployed as part of COVID-19 shall automatically become a permanent employee by virtue of being continuously employed for a period of 12 months or more due to redeployment.

This Letter of Understanding shall expire after 120 days of execution by the parties, unless otherwise mutually agreed upon in writing.

Signed this 8<sup>TH</sup> day of April, 2020

Civic Service Union 52



Lanny Chudyk, President, CSU 52

The City of Edmonton



Russell Smith, Senior Negotiator

The Edmonton Police Service



Darren Eastcott, Executive Director, Human Resources Division