

10212 - 112 STREET NW  
EDMONTON, AB T5K 1M4  
PHONE: (780) 448-8900  
FAX: (780) 479-7975  
E-MAIL: info@csu52.org  
WEB: www.csu52.org



May 27, 2020

Reference No: 67-2CovidRedeployment.WaiveOT

**TO: All CSU 52 Members at The City of Edmonton**

**FROM: Lanny Chudyk, President**

**RE: CSU 52 Employee Redeployments - Voluntary Waiver of Overtime Pay**

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Many of our members who were laid off have been redeployed into alternate positions within the City of Edmonton. Most of the terms and conditions of employment for these employees, including rates of pay, will be maintained according to the Collective Agreement. However, there is a change that should be noted for employees who have gone from a position with a Compressed Hours of Work/Earned Day Off (EDO) program (67.5 hours biweekly) to a schedule without EDOs. In these cases, the Compressed Hours of Work program has been cancelled, so instead of being available for 9 days out of the pay period, employees need to be available for up to 10 days. If the position was to remain at 67.5 hours biweekly, this would mean an average daily hours of work of 6.75 hours per day.

For the positions that employees are being redeployed into, the hours of work are between 8 to 10 hours per day (for 80 hours biweekly). Having CSU 52 members fill these positions under their regular hours of work of 6.75 hours causes scheduling problems. This also causes issues with overtime in that an employee who would normally work 6.75 hours a day would be entitled to the overtime premium for all hours worked above 6.75 hours. In order to lessen costs, especially since there is already a cost associated to keeping employees at their regular rates of pay, the City is asking employees to waive their right to overtime when working more than 6.75 hours. Please note that employees are only asked to waive their right to overtime up to the hours of work required in their redeployed position (e.g. if the hours of work are 8 hours, the employee would be paid their regular rate of pay up to 8 hours, but if they work beyond 8 hours, those hours would be paid at the overtime rate in the CSU 52 Collective Agreement. Affected employees get to choose whether or not they want to waive their right to overtime; however, they should know that if the work area cannot accommodate their reduced hours, they may not be able to work in the redeployed position.

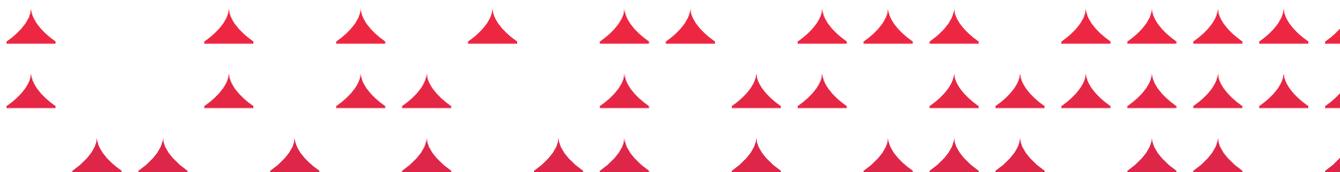
Under the CSU 52 Collective Agreement, the City has the right to cancel the Compressed Hours of Work program by serving notice to the affected employees. Under emergency legislation, the City has the ability to work outside of the Collective Agreement and cancel certain terms and conditions that our members currently enjoy. Instead, the City has chosen to engage its Union partners when issues arise, such as this situation around hours of work. We have a shared interest in keeping as many of our members/their employees employed as possible, and the City has the additional pressure of being fiscally responsible to its citizens.

In Solidarity,

A handwritten signature in blue ink that reads 'Lanny Chudyk'.

Lanny Chudyk  
President  
Civic Service Union  
AP/ld

Attachment: Covid-19: Voluntary Waiver of Article 6.02.01.01



# Covid-19: Voluntary Waiver of Article 6.02.01.01

## CSU 52 Employee Redeployments

(6.75 hour CSU Employees working in an 8.0 hour redeployment assignment)

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Article 6.02.01.01 of the CSU 52 Collective Agreement states:

“Where an employee is required to work in excess of the scheduled hours of work assigned the employee’s position, the employee will be paid at two times the employee’s regular hourly rate of pay for each hour so worked.”

The City of Edmonton is currently redeploying laid-off permanent, provisional and temporary status CSU employees, whose regular hours of work are 6.75 hours per day, into assignments where the regular hours of work are 8.0 hours per day. These assignments require work over 10 days biweekly, so the redeployed employees are not on an EDO schedule (i.e. no EDOs). An employee working 6.75 hours per day, who accepts a redeployment assignment working 8.0 hours per day is currently entitled to 1.25 hours of overtime for each 8.0 hour shift worked. This is an unintended outcome of these redeployment opportunities and paying 1.25 hours per day at overtime rates is unacceptable at a time when the City is in a financial crisis and laying off staff. In order to avoid layoff and maintain access to 8.0 hours redeployment opportunities, the CSU employee can voluntarily mark “X” beside Option 1 below.

### Option 1

\_\_\_\_\_ I choose to waive my right to overtime premium pay while I am redeployed in an 8.0 hours per day redeployment assignment.

For employees choosing Option 1, I understand that it is my responsibility to ensure that my time is reported accurately to my home supervisor. My home supervisor, will enter time in PeopleSoft as **6.75 REG and 1.25 hours OTS** (Straight Time Overtime pay code) for the period of time I am in an 8.0 hour per day redeployment assignment. Supervisors who do NOT enter time in PeopleSoft will inform the ESC so that the OTS code may be entered. Overtime rates will apply should I work in excess of 8.0 hours per day, 40 hours per week. Where the redeployment position is on a Compressed Work arrangement, overtime rates will apply should I work in excess of 10.0 hours/day - 4 days/week, 40 hours per week.

### Option 2

\_\_\_\_\_ I do not waive my right to overtime premium pay for the hours worked after 6.75 and up to 8.0 hours each day. I understand that this may affect the redeployment area’s ability to retain me in the voluntary redeployment assignment and opportunity for future 8.0 redeployment assignments as well.

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Employee Name (print)

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Date

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Employee Signature

### EMPLOYEE MUST FORWARD A COPY OF THIS FORM TO:

1. Employee’s Home Supervisor (INSERT Name): \_\_\_\_\_
2. [employeeservicecentre@edmonton.ca](mailto:employeeservicecentre@edmonton.ca)
3. [covid19redeployment@edmonton.ca](mailto:covid19redeployment@edmonton.ca)