

LETTER OF UNDERSTANDING

Between

The City of Edmonton
(the “City”)

And

Canadian Union of Public Employees Local 30 and Civic Service Union 52
(the “Unions”)

Re: Return to Work of Temporarily Laid off Staff who work in the Community and Recreation Facilities Branch (COVID-19)

The City and the Unions agree that in consideration of the unique nature of the work in the Community and Recreation Facilities branch, temporarily laid off employees returning to work as business resumes will return in order of seniority within their job classification, with some exceptions. The following terms have been agreed to for the return of employees temporarily laid off from the Community and Recreation Facilities branch.

1. This agreement is specific to Employees who work in the Community and Recreation Facilities branch.
2. Returns will be in order of seniority across the Community and Recreation Facilities branch within the same job classification.
3. The exception to 2. above is where a position requires specific knowledge, qualifications and/or skills that are critical to running the facility or program and are difficult or impractical to acquire in time for return to business. The operational area leader, Labour Relations and the impacted union will review the request in advance of the return to work decision being made.
4. If the Employee was temporarily laid off from the specific facility or is in a skills-specific or program-specific required role, that is reopening/restarting, the employee is strongly encouraged to return when called. If the Employee refuses to return it is understood that the next opportunity for re-employment will be dictated by operational relaunch requirements. Notwithstanding the above, if operations require Employees to return to work, the impact outlined in LOU "Temporary Layoff Provisions" shall apply, unless the

City, in consultation with the Union, is satisfied that a reasonable exception is warranted.

5. If the Employee was not laid off from the specific facility or program- return is optional (i.e. can refuse and the employee's temporary layoff status remains unchanged.)
6. If the Employee accepts a return to a different facility when called, there is no entitlement to later return back to their pre-temporary layoff facility or job when that facility reopens. Employees may express interest in working at their former facility through regular processes.
7. Employees offered to return to a different facility than their pre-temporary layoff facility, will be allowed up to four (4) calendar days to confirm whether they accept. This time is intended to allow meaningful consideration of any differences in travel, physical and work requirements that are unique to the facility (ie. a multi rink facility vs. a single rink facility).

This Letter of Understanding shall expire after 120 days of signing this agreement, unless otherwise mutually agreed.

SIGNED this 12 day of June A.D. 2020

DS


Denis Jubinville

City of Edmonton



Civic Service Union 52



Canadian Union of Public Employees Local
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