

EPL UPDATE #5

July 17, 2020

Hello CSU 52 members of EPL,

Whether you are working, preparing to return to work, or still on temporary layoff, I hope this message finds you well and enjoying summer. I wanted to share a few things with you.

Letter of Understanding (LOU) #11

LOU #11 was put in place with an expiry date of July 31, 2020. While several members have returned, or will be returning to work in the near future, not everyone will be back by July 31st. EPL's relaunch plans include additional services and increased public hours of operation, which will require the recall of more staff at various times over the next several weeks. EPL's intention from the onset has been to return to full operations, with its pre-COVID FTE staff complement, and they are still committed to this. It will however take some time. In consideration of this, today, EPL and CSU 52 agreed to renew LOU #11 with a new expiration date of September 30, 2020.

Masks

EPL encourages Patrons and visitors to our libraries to wear masks, however it is not a requirement. EPL is following the recommendations of AHS and the City of Edmonton.

Scheduling: August Statutory Holiday, Shift Changes

For many newly returning or recently returned staff, we will not have built up enough hours to have the Statutory Holiday recognized as part of our weekly hours. Staff are being scheduled for their base hours to ensure that base wages are generated and that there are no implications to LAPP hours for those participating in the plan. Please refer to #11 of [COVID-19 HR FAQs on the Recall Process - July 9, 2020.pdf](#)

There have recently been questions about changes in schedules for branch staff. With the complexities and changes that are occurring with recalls, changes in operations and operating hours, it is possible that there will be changes to schedules. If changes occur, Branch Services are making efforts to work around availability restrictions that might occur as a result of a schedule change. As more staff return, it should allow for more flexibility in scheduling, reduced number of shorter shifts, more flexibility around Saturdays, and a more stable (non-changing) 28-day schedule.

EPL Unit Meeting

On June 29th CSU 52 held a virtual EPL Unit meeting. We had 98 members participate, and many questions were addressed. A revised and summarized transcript of the meeting can be found here [EPL Unit Meeting Transcript | June 29](#) Questions/topics have been highlighted for your convenience. Questions that we were unable to answer were forwarded to EPL. Several answers can be found in the FAQ noted above, and others can be found here [COVID-19 Occupational Health and Safety Update](#).

LAPP Update

LAPP has confirmed that employees may later apply to voluntarily purchase the whole or portion of the layoff period as a Prior Service Purchase on an actuarial reserve cost basis (employee pays 100% of the cost). This option will be available in the new year directly after return to work has occurred and after the current pension plan year closes and associated year end reporting has been completed.

This essentially means that staff can buy back the time, but they will need to initiate the process, and will be required to cover both the employee and employer contributions. For more discussion on this please see the relevant discussion in the EPL Unit Meeting Transcript, linked above.

This is a time of continuous change, and continued uncertainty. As we return to work, we need to do our part to keep ourselves, our coworkers and our families healthy. If concerns arise, don't hesitate to bring them forward with your Manager, knowing you can also always reach out to your Union if needed. As always, I wish you, your families and loved ones, good health, physically and mentally.

Sincerely,

Lori Jeffery-Heaney

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