

Agreement to Amend and Extend Letter of Understanding

between

THE EDMONTON PUBLIC LIBRARY BOARD
(Hereinafter referred to as the Employer)

-and-

CIVIC SERVICE UNION 52
(Hereinafter referred to as the Union)

**RE: Letter of Understanding #11: Temporary Layoff and Recall: COVID-19
Pandemic**

The undersigned parties hereby agree to amend LOU#11 as follows:

B. Temporary Layoff and Recall Process

3.0 Recall process from a temporary layoff shall be in the following order:

- i. Based on critical positions as determined by the Employer and outlined in 3.1 below;
- ii. Employees from the service points/departments being recalled;
 - a. The level and hours of positions being recalled;
 - b. Seniority within the level ("level" is defined by Article 3.07 of the Collective Agreement).

(NEW - Addition)

iii. Effective September 25, 2020, on a go forward basis, recalls to Community Librarian and Youth Services Librarian positions in branches shall be performed on the basis of seniority (with the most senior Community Librarian or Youth Services Librarian being recalled first).

It is understood the most senior employee may be recalled to a location other than their base position/branch. In the event the employee's base position is subsequently determined by EPL to be available for recall, EPL will seek to return the employee to their base position.

3.1 Critical positions are defined as positions required to ensure operations of the Employer's technology and network security; physical safety and security of the Employer's staff and property; communications to employees and stakeholders; management of the Employer's financial obligations and planning and execution of Library operations.

and the undersigned parties hereby agree to extend LOU#11 as follows:

- Letter of Understanding #11 Temporary Layoff and Recall: COVID-19 Pandemic shall be extended and will expire on October 31, 2020 or earlier at the mutual agreement of the parties.

AGREED:

Date: September 25, 2020

On behalf of Civic Service Union 52:

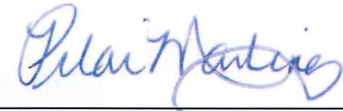
Lanny Chudyk, President, CSU 52



Signature

On behalf of Edmonton Public Library:

Pilar Martinez, Chief Executive Officer,
EPL



Signature