

Letter of Understanding

Between:

The City of Edmonton
("the City")

AND

Civic Service Union 52
("the Union")

RE: National Day for Truth and Reconciliation

The Truth and Reconciliation Calls to Action recommend a national holiday to observe a day for Truth and Reconciliation. The federal government has declared September 30th that day, and it is only a statutory holiday for federal employees. On March 14, 2023, City Council declared September 30th a civic holiday under the *Municipal Governance Act* for the City of Edmonton.

The City of Edmonton and its Unions and employees desire to honour and acknowledge September 30th as the National Day for Truth and Reconciliation.

The undersigned parties agree to AMEND articles 8.01.01 and 8.01.02 as follows:

8.01.01 The following days shall be recognized as statutory holidays for the purpose of this Agreement, and all permanent, provisional and probationary employees shall be entitled to the holidays specified, provided they meet the terms and conditions set out in 8.01.04.

New Year's Day, Alberta Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, Civic Holiday, Labour Day, **National Day for Truth and Reconciliation**, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other holiday which the City allows employees as a whole.

NOTE:

- For the purposes of this clause, Canada Day shall be deemed to be July 1st of each calendar year, or July 2 when July 1 is a Sunday.
- For the purposes of this clause, Boxing Day shall be deemed to be December 26th of each calendar year.

8.01.02 Temporary employees who have completed thirty (30) days' continuous service, or who have worked thirty (30) days with the City in the preceding twelve (12) months, shall be entitled to receive such statutory holidays as are set forth in the current Employment Standards Code, or as follows (whichever is more favourable), provided they meet the terms and conditions set out in 8.01.04.

New Year's Day, Alberta Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, **National Day for Truth and Reconciliation**, Thanksgiving Day, Remembrance Day and Christmas Day.

NOTE: ~~For the purposes of this clause, Canada Day shall be deemed to be July 1st of each calendar year, or July 2 when July 1 is a Sunday.~~

- **For the purposes of this clause, Canada Day shall be deemed to be July 1st of each calendar year, or July 2 when July 1 is a Sunday.**
- **All temporary employees shall be eligible for the National Day for Truth and Reconciliation regardless of their days of continuous service or length of service in the preceding 12 months.**

This LOU shall apply to those employees within the Union that work for EPS and the City of Edmonton.

The parties agree that this LOU shall be effective immediately and updated language shall be moved into the body of the next Collective Agreement.

SIGNED this 14 day of June, 2023

Original Signed

City of Edmonton
Imane Semaine, Senior Negotiator

Original Signed

CSU 52
Lanny Chudyk, President