

Letter of Understanding

Between:

The City of Edmonton
("the City")

AND

Edmonton Fire Fighters Union
("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 and probationary members shall be entitled to the holidays specified.

- New Year's Day,
- Family Day,
- Good Friday,
- Easter Sunday,
- Victoria Day,
- Canada Day (July 1), or July 2 when July 1 is a Sunday as stipulated in Canada's Holidays Act
- Civic Holiday,
- Labour Day,
- **National Day for Truth and Reconciliation (September 30),**
- Thanksgiving Day,
- Remembrance Day,
- Christmas Day,
- Boxing Day (December 26), and
- any other holiday which the City allows members as a whole.

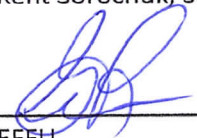
8.01.02 Temporary members who have completed thirty (30) days' continuous service or who have completed thirty (30) working days with the City in the preceding twelve (12) months shall be entitled to receive pay for a statutory holiday as provided for in the Employment Standards Code, **except that all temporary members 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.**

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 7th day of June, 2023



City of Edmonton
Kent Sorochnik, Senior Negotiator



EFFU
Greg Rehman, President