

Letter of Understanding

Between:

The City of Edmonton
("the City")

AND

International Brotherhood of Electrical Workers Local 1007
("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 8.01.05 and 8.01.06 as follows:

8.01.05 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 this section:

- New Year's Day
- Family Day
- Good Friday
- Easter Monday
- Victoria Day
- Canada Day (July 1, or July 2 when July 1st falls on a Sunday)
- Civic Holiday (Heritage Day)
- Labour Day
- **National Day for Truth and Reconciliation**
- Thanksgiving Day
- Remembrance Day
- Christmas Day
- Boxing Day (December 26),

and any other holiday which the City allows employees as a whole.

8.01.06 Temporary employees who have completed 30 calendar days of continuous service immediately prior to the statutory holiday or have completed 30 working days with the City in the preceding 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):


- New Year's Day
- Family Day
- Good Friday
- Victoria Day
- Canada Day (July 1, or July 2 when July 1st falls on a Sunday)
- Labour Day
- **National Day for Truth and Reconciliation***
- Thanksgiving Day
- Remembrance Day, and
- Christmas Day.

***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 15 day of June, 2023



City of Edmonton
Kent Sorochuk, Senior Negotiator



IBEW
Steve Southwood, Business Manager