

LETTER OF UNDERSTANDING

between

The City of Edmonton
and
Civic Service Union 52

Changes to Long Term Disability Plan

The parties agree that this Letter of Understanding will reflect the provisions discussed and agreed to in the LTD Advisory Committee in June 2025 and will be in place until the next round of bargaining when they will be included in the main body of the Collective Agreement. These changes will come into effect on January 1, 2026.

Part 2 Health & Welfare Benefits

2 Long Term Disability Plan

Article 2.04

Except as otherwise provided in this Agreement, upon expiration of the member's Income Protection benefits, and during the following **twelve (12) twenty-four (24)** month period, a member is eligible to receive Long Term Disability benefits if, due to personal non-occupational disability, they are completely unable to perform the duties of their regular position.

"Completely unable to perform the duties of their regular position" when used in reference to the Long Term Disability Plan shall mean that a member is unable to perform those duties of their regular position which regularly occupy sixty percent (60%) of the member's work day.

Article 2.07

Unless otherwise provided in this Agreement, the Long-Term Disability benefit shall be calculated using a graduated formula, as outlined in the chart below, which in its sum, will represent an amount equal to a percentage of the annualized regular rate of pay of the position to which the member was permanently appointed or serving the required probationary period or trial term thereof on the date they were first eligible for Long Term Disability benefits. The annualized regular rate of pay for full-time members shall be calculated by multiplying the hourly regular rate of pay times the scheduled hours of work or, if the member's regular rate of pay is a bi-weekly rate, then multiplying the bi-weekly rate times twenty-six point one (26.1). For part-time members, the regular rate of pay shall be applied to the average weekly hours worked by the member in the preceding nine (9) weeks and multiplying this result by fifty-two point two (52.2). The percentage of annualized regular rate of pay which is paid as the Long-Term Disability benefit shall be in accordance with the following:

Annualized Regular Rate of Pay	Long Term Disability Benefit (Percentage of Annualized Regular Rate of Pay)
Up to \$45,000	60%
\$45,001 to \$50,000	58%
\$50,001 to \$60,000	56%
\$60,001 and higher	54%

Annualized Regular Rate of Pay	Long Term Disability Benefit (Percentage of Annualized Regular Rate of Pay)
First \$45,000	60%
Of the next \$4999 (\$45,001 - \$50,000)	58%
Of the next \$9999 (\$50,001 - \$60,000)	56%
Any remaining amount above \$60,000	54%

The maximum monthly benefit payable shall not exceed five thousand dollars (\$5000). The Long Term Disability benefit payable shall be paid monthly, in arrears, and shall be determined by dividing the annual benefit payable by twelve (12).

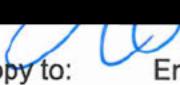
Agreed:

Signed this 20th day of January, 2026.

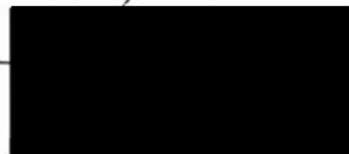
Civic Service Union 52



Signed by John Carpenter

Copy to:  Employee Service Centre, Workforce Policy & Negotiations

City of Edmonton



Signed by Michael Henry