

LETTER OF UNDERSTANDING

BETWEEN

The City of Edmonton
("the City")

AND

Civic Service Union Local 52
("CSU 52" or "the Union")

RE: Hiring of former FEMCo Employees Agreement: Fort Edmonton Park Employees to the City of Edmonton Employ

The Parties agree that the following Letter of Understanding is only applicable to former Fort Edmonton Park employees who are being hired into the employ of the City and their positions fall within the jurisdiction of CSU 52.

1. Effective Date

The parties agree that the "Effective Date" for the purposes of this LOU will be December 28, 2025.

2. Waiver of postings

The parties agree that the positions identified in Appendix I of this LOU will not be required to be posted and the current FEMCo incumbent of positions classified as CSU 52 positions shall move into the City as employees and members of CSU 52. In the event that an incumbent declines the position, the City will post the position in accordance with the Collective Agreement.

The parties also agree that seasonal employees who were laid off from FEMCo in the months of September - December, 2025 shall be waived into their seasonal positions in 2026 should they wish to return and work at Fort Edmonton Park location.

3. Seniority

All staff coming into the scope of this LOU will have a seniority date of December 28, 2025.

4. Vacation Accruals

The parties agree that all FEMCo staff will maintain their current vacation accrual levels based on their years of service with Fort Edmonton Park. In order to move to the next vacation accrual level (e.g. 5 weeks), a hired employee must serve the number of years with the City as outlined in the collective agreement (e.g. to move from 4 to 5 weeks of accrual the employee must obtain 16 years of consecutive service).

5. Vacation Planning

The parties agree that for the purposes of vacation planning, that seniority shall be the first determining factor for order of selection as per the Collective Agreement. Where hired employees have the same seniority date, their date of entry to the former FEMco entity shall be used to determine vacation selection order.

6. Benefits

Employees who currently hold permanent status will have the 90-day waiting period waived, as outlined in Part II – Income Protection Plan, the Long-Term Disability Plan, and Supplementary Health Care plan waived. The benefit entitlements will commence on the employee's start date with the City of Edmonton

7. Classifications/Wages

The City shall determine the appropriate classification and wage step for incumbent FEMCo employees upon their transition to employment with the City of Edmonton. For nine (9) months after December 28, 2025 hired FEMCo employees shall not have access to Article 22 of the Collective Agreement. Following the nine (9) months the standard classification appeal process outlined in the Collective Agreement will apply. Should an appeal be filed after the nine (9) month period and an employee demonstrates they were doing significantly different work in that time their reclassification may be back dated.

8. Terms and Conditions of Employment

All other conditions as outlined in the current Collective Agreement shall apply

9. Disputes

In the interest of efficiency, any disputes regarding the implementation of this LOU may be addressed in a meeting between the parties. Should the parties not resolve the issue through the meeting, either party can initiate the Dispute Resolution Process of the Collective Agreement, or a complaint through the Alberta Labour Relations Board..

10. Term

This letter of understanding shall not form part of the next Collective Agreement.



for the CSU 52

Date: 2025/10/23



for the City of Edmonton

Date: October 28, 2025