

Memorandum of Agreement ATU 569 – City of Edmonton Feb 2020

Article #	Change/Addition
1	<p>2-year term encompassing 2019 & 2020. It ends December 19 2020</p> <p>No general wage increase. 0% & 0%</p> <p>If ratified, this will put us back in negotiations this fall.</p>
4.02.01	<p>In a progressive discipline system such as the City's, prior discipline on an employee's file is used to progress up a step for the next infraction. Our Collective Agreement prohibits the City from using such a prior discipline after 2 years. We refer to this provision as the "Sunset" clause.</p> <p>This item changes the "Sunset" of Written Reprimands from 24 months to 18 months. Sunset for suspensions remains the same at 24 months.</p>
6.02.05	Changes "Department" to "Branch"
6.18	<p>Our contract prohibits the operation of a "transit vehicle carrying passengers" by anyone but an Operator except in an emergency.</p> <p>This change would alter the language to "transit vehicle in service". Allows, for example, an Instructor to drive a bus during training or a mechanic to drive the bus on a test run with someone to watch or listen for the problem. It also allows others to drive in-house charters or special events like Stuff-a-Bus.</p>
9.01.01.03	When part-time employees work on Statutory Holidays, their pay structure is subject to a complicated formula in the Alberta Employment Standards Code. This change updates the Collective Agreement to comply with new Code provisions. Note: We have very few part timer members and they generally do not work stats.
8.01.02	Changes hours of work for Security Room Monitors from the current language that they work 75 hours bi-weekly to that they average 75 hours bi-weekly over 12 weeks. Reflects current practice and is the members' preference.

9.03.03	LWOP. Change to comply with Alberta Employment Standards Code with regard to Family Responsibility Days.
9.03.04	Changes language in the Bereavement Leave provision to remove the requirement to attend the funeral. It also adds "guardian" to the list of family members entitling members to 5 days leave.
9.03.06	Changes the provisions of Maternity/Paternity Leave to comply with Alberta Employment Standards Code. Reduces the qualification period from 1 year to 90 days, increases available leave to a total of 78 weeks. It also imposes gender-neutral language where appropriate.
9.05.01.06	Removes the requirement to provide Operators with a service stripe every 5 years.
9.05.01.10	Allows dollar-for-dollar exchange of uniform items for all members. For example, if you have enough pants, you can trade in the value of your new issue for more shirts or a sweater if you want.
Part 2, Article 6 & 7	Currently, members experiencing a "life event" (wedding, new baby, death in family e.g.) must indicate their need to change benefit choices within 30 days of the Life Event. This change removes the 30-day limit and allows the change at any time after the event.
Part 2 Article 10.02.03.10.01	Allows documentation from midwives for eligibility for benefits.
LOU	Commits Parties to review the Long Term Disability Plan with a view of: a) Protecting the Plan and b) Rationalizing the cost and premiums paid by members.
LOU 15	Requires the City to offer Planned Overtime by seniority for Transit Fleet employees if the work is at least 48 hours out.
Letter of Intent	Commits Parties to find ways to eliminate Reconciliation Shifts for Group 3 (Security) members.
Part 1 Article 23 and Part 2 Article 8	Service Pay. Delete in favour of: Currently, Increases the Health Care Spending Account limit from \$700 to \$755.