

COLLECTIVE AGREEMENT

BETWEEN



AND



AMALGAMATED TRANSIT UNION, Local No. 569

December 16, 2025 to December 31, 2026

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1. **TERMS OF AGREEMENT**

- 1.1 This Agreement shall be binding and remain in effect from the date upon which both parties exchange notice of ratification by their principals from December 16, 2025 until December 31, 2026, and shall continue from year to year thereafter unless either party gives the other notice in writing in accordance with the *Labour Relations Code* in effect at the time.
- 1.2 Either party may give to the other not less than sixty (60) nor more than one hundred and twenty (120) calendar days prior to the termination of this agreement notice in writing of its intention to commence collective bargaining. Collective bargaining shall be conducted in accordance with the provisions of the *Labour Relations Code*.
- 1.3 Where notice is served by either party under the *Labour Relations Code*, provisions of this Collective Agreement shall continue until either:
 - (a) a settlement is agreed upon and a new Collective Agreement signed; or
 - (b) a settlement is not agreed upon and then this Collective Agreement shall remain in effect until a strike or lockout commences as provided in the *Labour Relations Code*.

Any notices shall be served in accordance with the *Labour Relations Code*.

- 1.4 Any portion of this Agreement may be opened for negotiations between the County and the Union at any time provided that both parties agree.
If the parties mutually agree to amend the terms and/or condition of employment, the agreement must be in writing and executed by authorized representatives of the parties to the Agreement.

2. **DEFINITIONS**

- 2.1 Conventional transit operator: the individual responsible for operating a public transit vehicle for fixed and/or on demand service.
- 2.2 Permanent employee: employed on a continuous basis in a full-time authorized position.
- 2.3 Specialized transit operator: the individual responsible for operating a public transit vehicle for registered clients, with mobility challenges.
- 2.4 Branch: Shall mean either the Conventional Transit Operations or the Specialized Transit Operations.

3. **MANAGEMENT RIGHTS**

- 3.1 Subject only to the express limitations of this Agreement, the County has full authority to exercise the functions of management, and to direct the working forces of the County.
- 3.2 The Union recognizes that the County may reorganize its business and practices in order to remain productive and competitive. If the County intends to change any current practice or policy, the employer shall provide the union and its current employees with thirty (30) days written notice before any such change goes into effect.

4. **SCOPE AND UNION RECOGNITION**

Recognition

- 4.1 The County recognizes the Union as the sole bargaining agent for the purposes of collective bargaining in respect of wages and other conditions of employment on behalf of employees of the Employer as set out in the Certificate of the Alberta Labour Relations Board dated, January 15, 2024 #C2227-2024 and as the certificate may be amended from time to time.

No Discrimination

- 4.2 There shall be no discrimination against any employee by virtue of their being or performing their duty as a member of the Union.

Union Dues

- 4.3 The County agrees to deduct from all Employees on a biweekly basis the amount prescribed by the Union and to pay to the Union monthly. The remittance shall be supported by information with respect to each individual employee, including name and amount deducted for the period covered by the remittance for that employee.

- 4.4 The County shall remit to the Union monthly, a report that includes the following employee information: name, contact information, position, assignment status, terminations and new hires.

- 4.5 The Union shall provide the County with written notification of any change in the rate at which dues are to be deducted. The County shall implement as soon as reasonably possible, unless the parties agree on a specific date.

- 4.6 On the last day of a new employee's training, the County shall offer the opportunity for the Local Shop Steward to provide a half an hour, unpaid union orientation.

5. **TIME OFF FOR UNION BUSINESS**

- 5.1 Subject to the operational requirements, the Employer shall provide leave for up to three (3) bargaining unit employees to attend negotiations. No employee shall experience any loss or interruption in pay, benefits, service or seniority while on such a leave. The Employer shall bill the Union for the cost of such additional leave.
- 5.2 Subject to operational requirements, the Employer shall provide leave to attend grievance, disciplinary and investigation meetings for a maximum of up to two (2) employee representatives for grievance meetings and one (1) employee representative for disciplinary and investigation meetings. No employee shall experience any loss or interruption in pay, benefits, service or seniority while on such a leave. The Employer shall bill the Union for the cost of such additional leave.
- 5.3 Subject to operational requirements, leaves of absence may also be granted to elected officers and delegates to attend to the business of the Union, if leave is less than 30 days. No elected officer or delegate shall suffer any loss or interruption of pay, benefits, service or seniority while on such a leave. The Employer shall bill the Union for the cost of such leave.
- 5.4 If any member becomes a full-time official of the Union, for a term of one (1) year or more, that member will be granted an unpaid leave of absence, subject to thirty (30) days written notice or such shorter period as may be mutually acceptable. Notwithstanding Article 11.6(v), seniority shall continue to accrue as if the Employee was continuously employed with the County. Employees granted such leave, will not be eligible for benefits or pension during the leave. No more than one (1) employee may be granted such leave of absence at any one time.

6. **NO STRIKE / NO LOCKOUT**

- 6.1 The Parties agree that there will be no strike and no lockout during the term of this agreement or any extension thereof.

7. **REMUNERATION**

Pay Periods

- 7.1 Employees will be paid bi-weekly. Pay covers the two-week period up to and including the time entry cut-off date.

Wages

- 7.2 The rates of pay as set out in Schedule A to this Agreement shall apply during the term of this Agreement.

Overpayments

- 7.3 In the event of an overpayment, the County shall notify the employee of its intention to recover the overpayment. The County is authorized to recover any overpayment that has been made within six (6) months of the date of the notice.
- 7.4 In the event that the parties cannot agree on a repayment plan, the County shall recover the overpayment by deducting up to ten percent (10%) of the Employee's gross earnings, per pay period, until the overpayment has been fully repaid.
- 7.5 If the Employee is terminated for just cause or resigns before full repayment is made, the remainder of the repayment shall be recovered from the Employee's final pay.

8. PROBATION

- 8.1 A newly hired employee shall be on probation for the employee's first six (6) months worked.
- 8.2 The probationary period may be extended by agreement between the Employer and the Union.
- 8.3 Employees will only serve one probationary period unless there is a break in service of more than ninety (90) days.
- 8.4 During the probationary period, the Employer may terminate the employee for any reason at its discretion, except for where said termination would be discriminatory or would constitute bad faith. The employee or the Union may grieve the termination, but the answer at Step 3 shall be final and binding and the matter may not be referred to arbitration under the provisions of this Agreement.

9. SENIORITY

- 9.1 Seniority for newly hired employees shall commence on the date that training is completed. In the case of multiple employees completing their training at the same time, seniority of these employees will be established based on their ranking through the hiring process.
- 9.2 There shall be the following seniority lists:
 - i. Conventional Permanent and Temporary;
 - ii. Specialized Permanent and Temporary;
 - iii. Conventional Non-Permanent Hourly;

- iv. Specialized Non-Permanent Hourly.
- 9.3 When an employee changes status from permanent or temporary to non-permanent hourly, or vice versa, they shall move to the bottom of the applicable seniority list.
- 9.4 When an employee changes jobs from Conventional Transit Operator to Specialized Transit Operator, or vice versa, they shall move to the bottom of the applicable seniority list.
- 9.5 An Employee who accepts an internal permanent position outside this Agreement shall retain the seniority accrued for a period of three (3) months.
- 9.6 An Employee shall lose their seniority and their name shall be removed from the seniority list for any of the following reasons:
 - i. resigns;
 - ii. discharge for cause;
 - iii. on layoff for more than twelve (12) months;
 - iv. retirement;
 - v. when an Employee has been employed in a position outside this Agreement for a period of three (3) consecutive months.

10. POSTING OF POSITIONS, PROMOTIONS AND TRANSFERS

- 10.1 When vacancies arise, notices of the vacancy shall be posted on the County's website for a minimum of seven (7) calendar days.
- 10.2 If a position with the same job code becomes vacant within six (6) months of the original closing date, the Employer may consider candidates from the original recruitment process, without re-posting.
- 10.3 Appointments may be made by mutual agreement between the Union and the County without posting.
- 10.4 When filling vacancies qualifications, experience, performance, skills, and ability shall be the governing factors. The Employer in its sole discretion shall make the final assessment of the governing factors. In the event two or more candidates are relatively equal, seniority shall be the governing factor.
 - i. When the County is filling a permanent full-time operator vacancy, it will be offered to the most senior non-permanent hourly Operator within that branch, provided they do not have any documented performance concerns on file. If the most senior eligible Operator declines the position, the vacancy will be

offered to the next most senior non-permanent Operator within that branch, and so on, until the position is filled.

11. LAYOFFS AND RECALLS

Layoffs

11.1 When it is necessary to reduce the number of employees in either of the Branches, the last employee hired in the branch that is experiencing the layoffs, shall be the first employee to be laid off.

Recalls

11.2 The last employee laid off from the respective Branch, will be given preference on recall subject to the employee being qualified and able to do the work.

11.3 Employees on lay-off will maintain their official employment start date and have recall rights for twelve (12) months, after which their employment will be deemed to be terminated.

11.4 When an employee is to be recalled to work, the Employer will attempt to contact the employee by telephone. If telephone contact is not made, then a recall notice will be sent by e-mail to the employee's last known e-mail address. It shall be the responsibility of the employee to keep the Employer informed of their current e-mail address and telephone number. If the employee does not respond in person or by telephone to the appropriate Manager within seven (7) calendar days of the Recall Notice being e-mailed, the employee will lose their recall rights and seniority, and employment will terminate.

12. DISCIPLINE AND TERMINATION

12.1 Any employee subject to a meeting where the purpose is to investigate the employee's conduct or issue discipline, the employee may be represented by a union representative.

12.2 If a meeting is scheduled on off time, the employee will be paid 0.5 hours of their base rate of wages or for the duration of the meeting, whichever is greater.

12.3 Employees will be notified in writing of any disciplinary action issued against them. If the Employee elected to have union representation, the County will forward a copy of the discipline to the union.

12.4 Any Employee hired after the date of ratification, with less than twelve (12) months of service under this agreement, shall not arbitrate the termination of employment, if the reason for termination was related to performance

concerns. Notwithstanding the above, Employees hired prior to date of ratification, may not arbitrate a probationary termination.

12.5 Past disciplinary actions shall be deemed void for the purposes of progressive discipline after twenty-four (24) months from the date the discipline was issued, provided there has been no further related performance, attendance concerns or discipline on file.

13. GRIEVANCE PROCEDURE

13.1 The Employer and the Union recognize the desirability of resolving differences through discussions between the employee and the appropriate management representative. Both the Union and the Employer shall encourage employees to discuss their complaints with management so as to resolve differences quickly and directly without necessarily having to resort to the following formal process.

Grievance Process

13.2 Employees may have benefit of representation by Union Stewards at any of the steps in the procedure, and similarly management representatives may have benefit of counsel.

13.3 All formal grievances shall be raised within fourteen (14) days of the date of occurrence or the date the employee or union ought reasonably to have known of the occurrence giving rise to the grievance. Grievances shall be in writing, must identify the specific clauses in this Agreement that are being violated and provide specific details in writing with respect to the individuals whose rights have been violated and/or damages resulting from the breach of this Agreement. Grievances shall be dealt with in the following manner without stoppage of work.

Level I

The grievance shall be taken up with the employee's Manager or designate who shall render a decision within fourteen (14) calendar days of the receipt of the grievance. A grievance at this step must be submitted in writing, must identify the specific clauses in this Agreement that are being violated and provide specific details with respect to the individuals whose rights have been violated and/or damages resulting from the breach of this Agreement.

Policy grievances and grievances which involve a dismissal, the Employer and the Union may combine Steps 1 and 2 of the grievance procedure to expedite the matter.

Level II

If a matter is not resolved at Step 1, or if a decision is not rendered within fourteen (14) calendar days, then the Union or its designate may correspond in writing with the Department Director. The Director, in consultation with Human Resources, will hear the matter and will respond in writing to the union within fourteen (14) calendar days.

Level III

If the Union does not accept the decision of the Department Director, they may request in writing within fourteen (14) calendar days of receiving the Department Director's decision that the Chief Administrative Officer review the grievance. The Chief Administrative Officer shall hear the matter within fourteen (14) calendar days and will advise the Union of their decision in writing within fourteen (14) calendar days of the hearing;

The Chief Administrative Officer may select a designate to hear and decide on Level III grievances;

If the grievance is not settled as a result of the Chief Administrative Officer's decision, the Union or the Employer may refer the matter to arbitration pursuant to the *Labour Relations Code*.

- 13.4 Time Limits: Time limits and procedures contained in this grievance procedure are mandatory. Failure to pursue a grievance within the prescribed time limits and in accordance with the prescribed procedures shall result in abandonment of the grievance and all rights and recourse to the grievance and in arbitration shall be at an end. If the employer fails to respond within the time limits prescribed within, the grievance will advance to the next step.
- 13.5 Extension of Time Limits: Time limitations set out in this Article may be extended by mutual agreement between the parties, and must be in writing.
- 13.6 The parties may agree to involve a mediator at any stage of the Grievance Process. Each party shall be responsible for one-half the expenses and/or fees payable to the Mediator.

Arbitration

- 13.7 The Arbitrator shall not have authority to alter or change any of the provisions of this Agreement, or to insert any new provisions, or to give any decision contrary to the terms and provisions of this Agreement, but it is agreed that where disciplinary action is involved the Arbitrator shall have the power to award, overturn or amend a penalty imposed by the Employer.
- 13.8 The decision of the Arbitrator shall be final and binding upon the parties hereto and upon any employee or employees concerned.

13.9 Each party shall be responsible for one-half the expenses and/or fees payable to the Arbitrator.

14. FAILURE TO REPORT (FTR)

14.1 Employees who report an absence with less than one (1) hours' notice from the start of their shift will be recorded as an FTR.

14.2 Employees who show up late for their shift, will have the FTR documented on their file and they may be assigned other work if operationally required. Any time not worked will be deducted from their shift.

14.3 When an Employee fails to report for duty, the weekly guarantee will be reduced by the difference between the actual hours worked and the straight-time hours which would have been worked had the operator not failed to report for duty.

15. MEDICAL

15.1 The County will pay up to \$150 towards an Employee's Operating License Medical when the Employee presents a signed and dated receipt from a doctor's office.

16. ACCIDENTS AND INCIDENT REPORTS

16.1 Employees will be paid a minimum of 15 minutes when they are required to complete a written incident/accident report. The report will be completed as soon as possible, but within twenty-four (24) hours of the incident/accident.

17. HOURS OF WORK

17.1 The Employer has the right to schedule hours of work of employees as is necessary to ensure efficient operations and to provide coverage for the determined hours of operation.

Conventional Transit Operators – Permanent and Temporary Full-Time

17.2 The regular hours of work shall be defined as up to eight (8) hours per day, averaging a minimum of thirty-five (35) hours per week and up to forty (40) hours a week, averaging five (5) days per week, as determined by the County.

17.3 If the minimum thirty-five (35) weekly hours have not been reached, operators may be assigned additional work to satisfy the minimum hours.

17.4 The County may also implement schedules with variable hours of work per day, including compressed work week schedules, which average up to 40 hours per week, as determined by the County.

Specialized Transit Operators – Permanent and Temporary Full-Time

17.5 The regular hours of work shall be defined as up to eight (8) hours per day, averaging a minimum of thirty-five (35) hours per week and up to forty (40) hours a week, averaging five (5) days per week, as determined by the County.

17.6 If the minimum thirty-five (35) weekly hours have not been reached, operators may be assigned to additional work to satisfy the minimum hours.

17.7 The County may also implement schedules with variable hours of work per day, including compressed work week schedules, which average up to 40 hours per week, as determined by the County.

17.8 The parties acknowledge that flexibility is required due to the nature of specialized transit. Accordingly, Specialized Transit Operators may be required to alter their start and/or end time up to an hour earlier, or up to an hour later than scheduled.

Non-Permanent Hourly

17.9 Non-permanent hourly employees have no minimum guarantee of hours per week, and hours of work may vary.

17.10 Non-permanent hourly employees must work within a ninety (90) day period in order to remain active on payroll and maintain their continuous service date. If no hours are worked within the ninety (90) days, employment will automatically be ended effective the last day worked, unless on an approved leave of absence.

18. OVERTIME

18.1 When the needs of the operation require it, employees may be required to work overtime. Employees will be compensated for authorized overtime.

18.2 If an Employee is required to work in excess of eight (8) hours in a day, or forty (40) hours in a week, the employee will be paid two times (2x) the Employees regular rate of pay for the additional hours worked. If the Employee is working a compressed schedule, they will be paid two times (2x) the Employees' regular rate of pay for the additional hours worked in excess of the scheduled hours in the day, or forty (40) hours in a week. For clarity, if compressed schedule is ten (10) hours, overtime is payable for work in excess of the ten (10) hours worked, or forty (40) hours in the week.

18.3 Where Permanent and Temporary Employees work on their regular day off, and they have worked their minimum thirty-five (35) hours for that week, the Employee will be paid two times (2x) their regular rate of pay for all hours worked when called in.

19. SIGN UPS

19.1 Conventional and Specialized Operators major sign-ups are anticipated to take place no less than four (4) times per year in accordance with the County and departmental policies and procedures, as amended. Major sign-ups may be increased or decreased at any time due to operational needs and service commitments.

20. BENEFITS

20.1 All eligible employees shall be entitled to participate in the County's benefit plans in accordance with County's plan.

21. PENSION

21.1 All eligible employees shall be enrolled in the Local Authorities Pension Plan (LAPP) in accordance with the County's plan rules and LAPP regulations. Contributions to the Plan shall be made by the County and the Employees in accordance with the regulations of the Plan.

22. STATUTORY HOLIDAYS

22.1 Permanent and Temporary employees shall be entitled to one day's paid leave for each of the following statutory holidays, based on the employee's regular hours of work:

New Year's Day	Labour Day
Family Day	National Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Sunday	Remembrance Day
Victoria Day	Christmas Eve (Floater)
Canada Day	Christmas Day
Heritage Day	Boxing Day

22.2 To be eligible for a paid holiday, permanent and temporary employees must have worked on the last scheduled workday prior to the paid holiday and the first scheduled workday following the paid holiday or have been on an approved leave.

22.3 Pay and administration of the Statutory Holidays will be governed in accordance with the County's and Departmental policies, procedures and the Employment Standards Code, RSA 2000, c E-9, both as amended.

Statutory Holidays – Non-Permanent Hourly Employees

22.4 Non-permanent hourly employees will receive five point three-eight (5.38) per cent of their gross regular wages in lieu of statutory holiday pay, paid bi-weekly. This amount is equivalent to fourteen (14) statutory holidays per year, if they worked full-time for an entire calendar year. If employees are required to work on a statutory holiday, they will receive overtime pay for the time worked on that date.

23. VACATION LEAVE

23.1 Permanent and Temporary Employees shall be entitled to the following vacation with pay each year:

23.2 Employees who have completed less than six (6) years of continuous service will earn vacation leave at the rate of 4.04 hours bi-weekly (equivalent to 3 weeks).

23.3 Employees who have completed at least six (6) years but less than 14 years of continuous service will earn vacation leave at the rate of 5.39 hours bi-weekly (equivalent to 4 weeks).

23.4 Employees who have completed at least 14 years but less than 22 years of continuous service will earn vacation leave at a rate of 6.73 hours bi-weekly (equivalent to 5 weeks).

23.5 Employees who have completed at least 22 years of continuous service will earn vacation leave at a rate of 8.08 hours bi-weekly (equivalent to 6 weeks).

23.6 The number of days of vacation leave which may be accumulated by an Employee is limited to the number they can earn in sixteen (16) months of continuous service. The County will automatically pay out any excess vacation leave over the maximum accumulation at the beginning of each December.

23.7 The vacation sign-ups shall be administered on an annual basis.

Vacation Pay – Non-Permanent Hourly Employees

23.8 Less than five (5) years of continuous service: In lieu of paid vacation time, employees will receive vacation pay at four (4) percent of their gross regular earnings.

23.9 Five (5) or more years of continuous service: In lieu of paid vacation time, employees will receive vacation pay at six (6) percent of their gross regular earnings.

24. LEAVES OF ABSENCE

Illness Leave – Permanent and Temporary Employees

24.1 Employees will be entitled to illness leave in accordance with the County and departmental policies and procedures, as may be amended. The use of any illness leave shall be governed in accordance with County and departmental policies and procedures, as amended.

Medical Appointments – Permanent and Temporary Employees

24.2 When possible, employees are expected to schedule their medical or dental appointments during non-work hours. However, when it is not possible, an employee's supervisor may authorize up to two (2) paid hours for the employee to attend the appointment.

Maternity/Adoption /Paternity Leave

24.3 Employees shall be granted maternity, adoption, and/or parental leave of absence without pay, in accordance with County and departmental policies and Employment Standards Code, RSA 2000, c E-9, both as amended.

Court and Jury Leave

24.4 When Permanent and Temporary Employees are summoned or subpoenaed to appear in court, they will receive their regular rate of pay, provided that any witness or jury fees (less parking and meal allowance) are paid to the employer.

Special Leave – Permanent and Temporary Employees

24.5 Full-time employees may be granted up to a combined total of 49 hours of paid special leave per calendar year.

Employees are required to provide as much notice as possible to their supervisor for special leave requests.

(a) Bereavement leave: Must be taken within 14 calendar days following the death of spouse (includes common-law), child (includes step, foster child or ward), parent (includes step or foster parent), brother, sister, parent of spouse, guardian, son-in-law, daughter-in-law, grandparent, grandchild, aunt, uncle, niece, nephew or any other relative who is a member of the

Employee's household. Allowance may be made for exceptional circumstances.

- (b) Family illness leave: To attend to the care of an immediate family member. Immediate family includes spouse (includes common-law) and children (including step, foster or ward).
- (c) Birth or adoption proceedings for the employee's child: Must be taken within 14 calendar days of the birth or adoption.
- (d) Citizenship leave: One (1) day paid leave (lifetime) to attend the employee's formal hearing to become a Canadian citizen.

Working for Gain While on a Leave of Absence

24.6 Permanent and Temporary Employees engaged in other employment for gain without the express written consent of the County, while on a leave of absence shall be deemed to have terminated their employment with the County.

25. UNIFORMS AND SAFETY EQUIPMENT

25.1 The County shall provide uniforms and safety equipment in accordance with County and departmental policies and procedures, as amended.

26. BREAK ALLOWANCES

26.1 Due to continued work without a break, Employees will receive an amount equal to a maximum of thirty-five (35) hours of straight time wages per year.

26.2 The amount will be pro-rated based on actual hours worked. Payment will occur on the first pay period in December of each year.

26.3 Actual hours worked will be calculated based on regular hours worked, excluding new hire training hours.

27. SALARIES AND WAGES

27.1 Salaries and wages for all classifications covered by this Agreement shall be set forth in Schedule A.

27.2 The Employer shall consult with the Union of any new or revised classification being introduced to the bargaining unit.

27.3 An Employee is entitled to the rates in Schedule A, except when they have documented performance concerns, as follows:

- i. Upon the successful completion of the training period, Employees are eligible to be placed at Step 1 of the salary grid.
- ii. Upon completion of 1820 hours worked at Step 1, the Employee will move to Step 2.
- iii. Upon completion of an additional 1820 hours worked at Step 2, the Employee will move to Step 3.
- iv. Upon the completion of an additional 1820 hours worked at Step 3, the Employee will move to Step 4.

27.4 Should an Employee not be eligible for the increase, due to documented performance concerns, the Employee shall be advised of the reasons in writing, and eligibility will be reviewed every three (3) months. Should the Employee not incur any additional performance issues during that time, the step increase will be implemented from that date forward.

28. **TRAINING RATE**

28.1 Newly hired Employees will be paid a training rate in accordance with Schedule A. Upon satisfactory completion of the training period, the Employee will move Step 1 of the Classification.

Schedule A

January 1, 2025 – 3%

Classification	Step 1	Step 2	Step 3	Step 4
Conventional Transit Operator	28.52	30.71	33.08	35.64
Specialized Transit Operator	28.52	30.71	33.08	35.64

January 1, 2026 – 3%

Classification	Step 1	Step 2	Step 3	Step 4
Conventional Transit Operator	29.38	31.63	34.07	36.71
Specialized Transit Operator	29.38	31.63	34.07	36.71

Effective January 1, 2025, the Training rate shall be \$27.10.

Effective January 1, 2026, the Training rate shall be \$27.91.

**Letter of Understanding
Between
Strathcona County
And
Amalgamated Transit Union, Local 569**

Subject: Step Grid Implementation

1. The step grid and corresponding rates of pay (Schedule A) shall be implemented no later than 3 months from date of ratification.
2. Employee's will be placed on the new wage grid effective December 22, 2025 based on their wage rate at that time.
3. Where an employee's rate is at Step 1 upon ratification, they will remain at Step 1, and their previous hours worked at this rate will be counted towards the next step.
4. Upon implementation of Schedule A, if an Employee's wage rate falls between two steps, the Employee's rate of pay will be adjusted to the next higher rate of pay on the grid.
5. Where an employee's rate is adjusted to the next higher rate of pay on the grid, the Employee's hours will reset, and they will need to work 1820 hours to advance to the next step.

This Letter of Understanding expires December 31, 2026.

IN WITNESS WHEREOF, the Parties have executed this Collective Agreement by affixing hereto the signature of their proper officers in that behalf.

Signed this Jan 5, 2026 day of January, 2026

STRATHCONA COUNTY

Stacy Fedechko
Stacy Fedechko (Jan 5, 2026 14:12:32 MST)
Stacy Fedechko
Chief Administrative Officer

Sharry Sowiak
Sharry Sowiak (Jan 5, 2026 13:38:58 MST)
Sharry Sowiak
Director, Human Resources

Danielle Wilson
Danielle Wilson (Jan 5, 2026 13:58:32 MST)
Danielle Wilson
Acting Director, Legislative, Legal and Procurement

AMALGAMATED TRANSIT UNION

Steve Bradshaw
Steve Bradshaw, ATU Local 569
Outgoing President

Harminder (Raj) Brar
Harminder (Raj) Brar, ATU Local 569
President Elect

Kara Bablitz
Kara Bablitz, ATU Local 569
Strathcona County Representative