

LETTER OF UNDERSTANDING

BETWEEN

The City of Edmonton
("the City")

AND

Canadian Union of Public Employees Local 30
("CUPE 30" 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 CUPE 30. Unless otherwise stated below Letter #13 will apply to all Program Specialist positions created through this transition.

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 CUPE 30 positions shall move into the City as employees and members of CUPE 30. 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 where applicable, with the exception of Program Specialists which fall under LOU #13.

4. 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. Employees shall have their date of entry to the former FEMCo entity used to determine vacation selection order.

5. 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

6. 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, FEMCo employees who are hired into permanent positions shall not have access to Article 19 of the Collective Agreement. Following the nine (9) months the standard classification process outlined in the Collective Agreement will apply.

The City is committed to reviewing the work that is observed during those nine (9) months in order to evaluate if the work falls into the same initial classification for all positions that enter the City as a result of the dissolution of FEMCo. The City will engage and update CUPE throughout the evaluation process and review the decision with the Union prior to any implementation. Once this review is complete the City will provide a written decision to the Union and Employee. This review may either confirm the current classification, or will trigger a change in classification. Should the review determine that an employee was doing significantly different work during the nine (9) month period then their reclassification may be backdated.

Former FEMCo employees who fall within the Program Specialist classification will also participate in the classification review process after the nine (9) month period to ensure their classifications are appropriate. This will include Pony Handler positions.

7. Terms and Conditions of Employment

All other conditions as outlined in the current Collective Agreement including the limitations set out for Program Specialists in LOU #13 shall apply

8. Disputes

In the interest of efficiency, any disputes regarding the implementation of this LOU will be addressed in a meeting between the parties. The Dispute Resolution Process of the Collective Agreement, or a complaint through the Alberta Labour Relations Board may be used as a last resort.

9. Previous Employee Files

Previous Employee Files from FEMCo will not be used or referenced in any coaching or disciplinary matters. All employees will be considered "new" City employees.

10. List of CUPE Classifications

The former FEMCo employees that enter CUPE Local 30 Classifications shall fall into one of the following:

- Program Specialist (Animal Attraction Operator)
- Program Specialist (Amenity Attendant)
- Program Specialist (Attendant/Mechanical Operator)
- Program Specialist (Security Assistant Supervisor)
- Program Specialist (Spectator Marshall)
- Railway Technician
- Lead Railway Technician

11. Term

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



Eric Lewis
President, CUPE Local 30



Michael Henry
Senior Negotiator, City of Edmonton

Date:

Date: October 31, 2025