

LETTER OF UNDERSTANDING

Between

**THE CITY OF EDMONTON
("The City")**

and

**CIVIC SERVICE UNION 52
("The Union")**

2026 TWOSE Laid Off Employee Support

The City of Edmonton and Civic Service Union 52 acknowledge that due to historic weather conditions during the summer of 2026 in Edmonton that Telus World of Science Edmonton (TWOSE) was damaged and closed, resulting in the layoff of approximately 147 employees under the jurisdiction of CSU 52. The parties recognize that there is an interest in a one-off agreement between the parties to support those laid off employees where possible.

The parties agree that this Letter of Understanding (LOU) is intended to address the immediate concerns of TWOSE's closure. It shall be a one time without prejudice without precedent opportunity, to support the laid off individuals and shall not be relied upon in future negotiations, grievances, arbitrations or proceedings before the Alberta Labour Relations Board or any other hearings or tribunals.

1. Position Selection Process

The City will review potential Seasonal/Temporary job opportunities and use the following procedure to determine if there are appropriate individuals from TWOSE to hire.

- a. For Seasonal/Temporary job opportunities that the City has identified as being suitable to fall under this LOU, the City will prioritize individuals in the following order:
 - i. Current City CSU 52 employees
 - ii. TWOSE employees
 - iii. External applicants
- b. The City will provide TWOSE the details of the opportunity, which may include role description, length of employment available, and timeframe needed for response.
- c. TWOSE will review the job opportunity and identify potential fits (which may include skills, availability, aptitude and interest of the individual) from amongst the laid off employees.

- d. The City will review the individuals identified by TWOSE and identify to TWOSE those individuals that the City agrees to hire.
- e. The City will provide instruction to the TWOSE employee how to register their information with the City so they can be onboarded.
- f. The laid off employees are not obligated to accept any position at the City, and should they reject a position they shall not be considered through this process again.
- g. The City will onboard the TWOSE employee using standard practices, except as noted in this LOU all terms and conditions of the job at the City will apply and the City shall notify CSU of the TWOSE employees that have been selected.

2. Position Length

Positions may extend up to 11 months at the discretion of the City.

3. No Obligation of Permanent Status or Recall Rights

No employee shall become permanent through positions identified through this LOU, including as a result of continuous service under Article 18.01. Furthermore, this Letter of Understanding does not require the City to extend, renew, or convert any temporary or seasonal appointment to permanent employment, nor shall recall rights under Article 11.06.02 be granted to any TWOSE employee hired to seasonal positions under this LOU.

4. Continued "External" Status

Any TWOSE employee hired to a position under this LOU shall continue to be considered an external employee for the purposes of applying to other City jobs for the duration of their employment under this LOU.

5. No Selection Grievances

CSU shall not file any selection grievances where selections are generated through this LOU.

6. Limited Access to Article 16 Dispute Resolution Process

For any disputes unrelated to selection grievances, for matters that arise during employment under this LOU, TWOSE employees will only have access to the Consultation step of the Dispute Resolution process, Article 16.10. Decisions at Consultation will be final and binding.

7. No Obligation of Continued Employment

The expiry of this Letter of Understanding does not create any obligation for the City to continue the employment of an individual hired under this agreement. Where an individual is not recalled by TWOSE, or declines recall, the City has no obligation to maintain their employment beyond the terms of the temporary or seasonal appointment.

8. Expiry

This Letter of Understanding will expire December 31, 2026 unless mutually agreed by the parties.



For the City
Michael Henry - Senior Negotiator

July 30, 2026

Date



For CSU52
John Carpenter - Director of Labour
Relations

July 31, 2026

Date