

LETTER OF UNDERSTANDING

BETWEEN

The City of Edmonton
("the City")

AND

The Amalgamated Transit Union Local No. 569
("ATU" or "the Union")

RE: ETS and LRT Inspector Relief Pool Process

The Parties recognize that there is no current language around Seniority in any Relief Pool clauses. The following Letter of Understanding is only applicable to Bus and LRT Inspector Relief Pools and assignment of Relief Pool Shifts. This letter will not apply to any other classifications within the Agreement or amend the existing Relief Pool Language in Article 11.05.

1. Application

The Parties agree that seniority will be the default means of assigning work that is replacement of absent workers, special event work or other work that is not on a major signup or not being worked by the person who chose it on a major signup. Notwithstanding the foregoing, the Parties agree that developing and maintaining competency in all aspects of the work is important to the successful functioning of the work area and to the completion of training for Relief Inspectors. Shifts may be assigned outside of seniority to those Relief Inspectors:

- within the pool who have not been deemed competent by management.
- who have not had the opportunity to work a relief shift in an area of the inspector role for greater than eight (8) weeks, as more senior members of the pool have taken shifts, that Relief Inspector may be assigned a block of shifts outside of seniority to ensure they are maintaining their skill set.
- if the work assignment would cause a negative service impact in the employee's home work area.
 - Should a relief inspector be denied a shift for this reason, they would maintain their place on the top of the seniority list for the next comparable situation

For short notice (less than 48 hours) shifts will not be assigned by seniority but will be determined based on operational effectiveness.

2. Effective Date

The parties agree that the "Effective Date" for the purposes of this LOU will be the date of signing.

3. Other Items

Unless otherwise specified within this LOU, all other terms of the Collective Agreement shall apply.

4. 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.

5. Expiration

This LOU expires December 11, 2027, and will be evaluated by both parties every six (6) months up to the expiry date, to determine the effectiveness of Relief Pool Shift assignment



Kent Sorochnik

For: City of Edmonton

Date: December 17, 2025



Steve Bradshaw

For: ATU 569

Date December 19, 2025