

(errors and omissions excepted)

MEMORANDUM OF SETTLEMENT

BETWEEN:

THE CITY OF EDMONTON
(the "City")

- and -

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1007
("IBEW 1007")

The parties agree to the terms of this Memorandum of Settlement as constituting full settlement of all issues between the parties. Unless otherwise specified within this Memorandum of Settlement, changes to terms and conditions will be effective on the first day of the pay period following ratification by both parties.

The undersigned representatives of the parties do hereby agree to present and support, as the best offer, to their respective principals the following changes to the previous December 19, 2021 - December 28, 2024 Collective Agreement.

1. **Term**

The Collective Agreement will have a three (3) year term, commencing on December 29, 2024 and ending on December 11, 2027 (pay period #26).

2. **General Wage Increase**

Appendix I – Schedule of Wages – shall be subject to a general wage increase as follows:

2025

December 15, 2024 (pay period #26) - 4%

2026

December 14, 2025 (pay period #26) - 3%

2027

December 13, 2026 (pay period #26) - 3%

Unless otherwise specified within this Memorandum of Settlement, retroactivity shall apply in accordance with Article 7.02 of the Collective Agreement.

3. Shift Differential

6.07.01

Afternoon Shifts

An employee who works a scheduled shift, ½ or more of which falls between 16:00 and 24:00 hours (4:00 p.m. and 12:00 midnight) shall receive a shift differential of ~~\$1.10~~ **\$1.20** per hour for said shift.

MIDNIGHT SHIFTS

Those employees who work a scheduled shift ½ or more of which falls between 24:00 and 08:00 hours (12:00 midnight and 8:00 a.m.) shall receive a shift differential of ~~\$1.20~~ **\$1.75** per hour for said shift.

An employee shall not be eligible for shift differential for hours worked at premium rates, with the only exception being that employees shall be eligible for shift differential for regularly scheduled hours worked at premium rates on statutory holidays.

6.07.02 Weekend Premium

Those employees who work a scheduled shift ½ or more of which falls on either a Saturday or a Sunday, shall receive a shift premium for each hour of that shift, provided that said Saturday or Sunday does not constitute one of the employee's days off, a recognized statutory holiday or an overtime shift. The shift premium to be paid is ~~\$2.25~~ **\$3.00**/hour.

4. Standby Pay

6.12 -

Standby shall apply in the following operational areas

- i) Facility Maintenance Services, Fleet and Facility Services; and
- ii) Radio System Administrators, Mobile Services Unit, Customer Support Section, Information Technology Branch - Edmonton Police Services
- iii) LRT Systems Maintenance - Signals, Substations, and Overhead Catenary Systems**

5. Retroactivity

7.02 Retroactive Pay

7.02.01 - Employees in the service as of the signing of this Agreement shall be eligible for a retroactive payment of wages only (not any monetary adjustments, unless specifically named) to, **December 29, 2024**, based on their employment in a

class or classes coming within the scope of this Agreement, in accordance with the following:

7.02.01.01 the percentage increase to the regular rate of pay for paid straight-time hours;

7.02.01.02 the percentage increase to the overtime rate of pay (regular rate of pay times 2) for hours worked at the overtime or off-day premium;

7.02.01.03 the percentage increase to the rate of pay at the existing statutory holiday premium (regular rate of pay times 2) for scheduled hours worked on a statutory holiday

7.02.01.04 the percentage increase to the premium rate of pay at the existing statutory holiday premium (regular rate of pay times 2) for unscheduled hours worked on a statutory holiday

7.02.02 Past employees who were in the service between the expiration date of the previous Agreement and the date of the signing of this Agreement shall be entitled to any retroactive adjustment of the regular rate of pay provided in the settlement if they apply for same, in writing, within 60 calendar days of the effective date of the successor Agreement. The effective date of the agreement shall be the first day of the pay period following ratification by both parties

6. Safety Boot Subsidy

8.05.05.01

Where an employee is required to wear safety boots or shoes, the City will subsidize the purchase of C.S.A. approved safety boots or shoes in the amount of ~~75%~~ **100 %** of the cost of such safety boots or ~~\$200-\$400~~, whichever is the lesser. An employee who has received a safety boot subsidy and who requests a subsequent subsidy shall show just cause why they should receive a subsequent subsidy. New employees shall be eligible for a safety boot subsidy after completing 30 days of continuous employment with the City

8.05.05.02

An employee is eligible to claim:

i) 100% of the cost of safety boot liners and insoles to a maximum of \$50 in a calendar year, and

ii) 100% of the cost of re-soling or repairs to safety boots or shoes.

The expenses claimed under 8.05.05.01 and 8.05.05.02 shall not exceed ~~\$200~~ **\$400** in total in a calendar year.

7. Health Care Spending Account

26.01 Eligible permanent full-time employees will be provided with a Health Care Spending Account in the amount of ~~\$500 / \$700 (effective December 27, 2015) /~~

~~\$900 (effective December 25, 2016)~~ **\$1000 (effective December 14, 2025)**
commencing the first pay period of each year.

To be eligible for the credits outlined in 27.01, permanent full-time employees must have completed the 90 day waiting period for benefits and be actively at work during the first pay period of each year. Actively at work means those employees who are at work for all or a portion of the first pay period of the year and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on leave without pay within the first pay period of the year.

Permanent full-time employees who complete the 90 day waiting period for benefits after the first pay period in each year but before the pay period in which July 1 falls in the payroll year will be provided with a Health Care Spending Account of ~~\$250 / \$350 (effective December 27, 2015) / \$450 (effective December 25, 2016)~~ **\$500 (effective December 14, 2025)** providing that they are actively at work during the pay period in which July 1 occurs. "Actively at work" means those employees who are at work for all or a portion of the pay period in which July 1 occurs and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on leave without pay within the pay period in which July 1 occurs. Employees who receive the pro-rated amount (~~\$350 or \$450~~ **or \$500**) in any year will not be eligible for the flex plan until the next payroll year when they are eligible for the full benefit amount.

The Health Care Spending Account credits (dollars) for eligible employees will be transferred to the IBEW Local Union 1007 plan administrator in the first pay period of the year or the pay period in which July occurs, depending on when the individual employee(s) become eligible for the Health Care Spending Account.

The IBEW Local Union 1007 plan will reimburse the City at year end for any IBEW employee-forfeited Health Care Spending Account credits/dollars.

Eligible employees shall only receive a Health Care Spending Account deposit at the beginning of each Policy Year or at the beginning of the pay period in which July 1 occurs of each Policy Year, but not both. This includes, but is not limited to, permanent full-time employees who leave the employ of the City and return within the same Policy Year or who transfer into another position whether that re-employment or transfer results in the employee occupying a position within the same bargaining unit, a different bargaining unit, within management, or which is out-of-scope.

The Health Care Spending Account benefit shall be administered by the IBEW Local 1007 plan.

Effective December 25, 2016, once every 2 years, employees will elect whether to have their spending account credited as a Health Care Spending Account or to have the dollar value paid out as taxable income. If an employee does not make

an election, the default is that the eligible amount shall be paid out as taxable income.

8. Signed Amendments

All previously negotiated and signed amendments to the previous December 20, 2020 - December 28, 2024 Collective Agreement shall form part of this agreement.

All articles in the previous December 20, 2020 - December 28, 2024 Collective Agreement including letters of understanding, not amended by this Memorandum or as previously otherwise agreed to in bargaining, are brought forward with no changes to the new Collective Agreement.

The Parties agree that in final editing of the renewed Collective Agreement, the Parties may agree to other editorial changes to address clerical errors.

This Memorandum Of Settlement, if accepted and ratified, shall become effective in accordance with the provisions of the Alberta *Labour Relations Code*.

SIGNED THIS 3 day of April, 2025

IBEW 1007



Name: Steve Southwood

CITY OF EDMONTON



Name: Kent Sorochuk

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to Amend Article 6.02.05 as follows:

6.02.05 Minimum Rest

6.02.05.01 ~~Where an employee is required to work overtime and receives less than 4 consecutive hours off duty in the 11 hour period immediately prior to the commencement of their regular hours of work, that employee shall continue to be paid at twice their regular rate of pay for the hours worked until such time as they are relieved from duty. Such an employee, who is relieved from duty shall be paid at their regular rate of pay for the balance of their regular hours of work for the day.~~

Where an employee is required to work overtime and receives less than eight (8) consecutive hours off duty (rest period) in the eleven (11) hour period immediately prior to the start of their regular scheduled hours of work; the employee's regular scheduled start time will be adjusted by the amount of hours the rest period was reduced (relief period). The employee will be paid at their regular rate of pay for any hours not worked during this relief period.

However, where an employee has worked overtime to within 2 hours of the commencement of their regular hours of work, such employee shall immediately commence their regular hours of work. Notice of change to the employee's regular hours of work shall not be required under this article. If the employee is relieved of duty during their regular hours of work, they shall be paid their regular rate of pay for the balance of said hours.

6.02.05.02

~~Where an employee has worked a minimum of 4 hours overtime to within 2 hours of the commencement of their regular hours of work, such employee shall immediately commence their regular hours of work. Notice of change to the employee's regular hours of work shall not be required under this article. If the employee is relieved of duty during their regular hours of work, they shall be paid their regular rate of pay for the balance of said hours.~~

AGREED:

Date: March 26 2025

IBEW LOCAL 1007

[Redacted Signature]

CITY OF EDMONTON

[Redacted Signature]

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

Name: Steve Southwood

Name: Kent Sorochuk

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to **Amend/Delete Article** as follows:

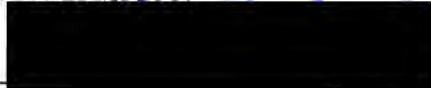
6.02.06 Cancellation of Scheduled Overtime

An employee who is scheduled to work a **minimum of two (2) hours of overtime** ~~on a regular off-day~~ and the scheduled overtime is cancelled with less than 8 hours notice to the employee, shall be paid 2 hours at twice their regular rate of pay. **This shall not apply if the scheduled overtime was to be immediately preceding or following a regularly scheduled shift.**

AGREED:

Date: March 26 2025

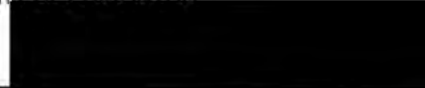
IBEW LOCAL 1007



Name

Steve Southwood

CITY OF EDMONTON



Name

Kent Sopodine

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to **Amend Article** as follows:

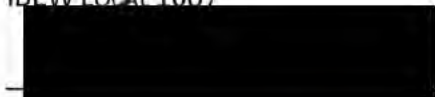
6.03 Banked Overtime Time

- 6.03.01 An employee shall have the option to receive overtime, or pay for work on off-days, or pay for work on statutory holidays:
- ♦ at their regular rate of pay and credit an equal dollar amount to their banked time; or
 - ♦ credit the total dollar amount to their banked time.
- At an employee's option, the dollar amount for a day off in lieu of a statutory holiday **and Standby Pay** may also be credited to the employee's ~~overtime bank~~ **banked time**.
- 6.03.02 The immediate Management supervisor or their designate has the sole discretion to approve employee requests for time off, and such approval shall be subject to operational requirements. Management shall make every effort to approve paid leave requests using banked ~~overtime time~~ credits, totalling at least 40 hours per employee in each payroll year.
- 6.03.02.01 No employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.
- 6.03.03 The time equivalent shall be calculated by dividing the dollar amount credited to an individual employee's ~~overtime time~~ bank by the employee's regular rate of pay at the time the banked ~~overtime time~~ is to be taken.

AGREED:

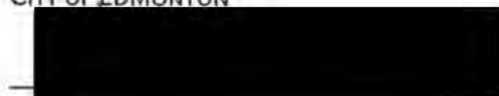
Date: March 26 2025

IBEW LOCAL 1007



Name Steve Southwood

CITY OF EDMONTON



Name Kent Sarochua

Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations

The undersigned parties agree to Amend/Delete Article as follows:


6.04 Pay for Work on Off-Days

An employee required to work an off-day shall be paid at twice their regular rate of pay for all hours worked. ~~The provisions specified in 6.02.02 and 6.02.08 shall be applicable in this section.~~

AGREED:

Date: Feb. 10 2025

IBEW Local 1007



Name: Steve Southwood

CITY OF EDMONTON



Name: Kent Sorochuk

Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations

The undersigned parties agree to **Amend** as follows:

8.03.04 Leave for Collective Bargaining

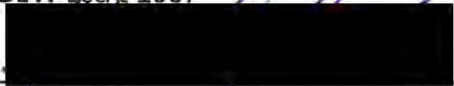
UNION NEGOTIATING COMMITTEE REPRESENTATIVES

Members appointed to the negotiating committee for the Union shall be granted leave of absence with pay, at their regular rate of pay, for the purpose of attending joint collective bargaining meetings towards the establishment of a new collective agreement. It is understood that no more than 23 members will be granted leave with pay for the purpose of attending said meetings on behalf of the Union for the purpose of collective bargaining and for a maximum of 15 days or 120 hours per member. Leave of absence requests for additional meetings will be granted as Leave Without Pay.

AGREED:

Date: Feb 10 2025

IBEW LOCAL 1007



Name Steve Southwood

CITY OF EDMONTON



Name Kent Sorochnik

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to Amend and Renumber Articles Per Below and Delete Letter of Understanding #3 as follows:

8.03.10 Leave for Personal and family related Responsibilities

8.03.10

This Leave for Personal and Family Related Responsibilities section applies only to transferred Employees from EPCOR on January 1, 2023 (Present Incumbent Only) and not any new hires as the City agreement does not have Personal and Family Related Responsibility Leave.

Transferred Employees will have their 24 hours (or pro-rated number of hours as appropriate for part-time) of Personal and Family Related Responsibilities Leave converted to Leave With Pay time.

These hours (for both permanent full-time and permanent part-time Employees) may not be carried over into the next benefit year and may not be paid out.

Although these will be considered as Leave With Pay hours, these hours (for both permanent full-time and permanent part-time Employees) may be used for the following purposes:

- A. The care of a sick child, parent or other immediate defined family member for which the Employee is responsible.**
- B. Attendance at medical or dental appointments for the Employee's spouse, their child or their parent.**
- C. Attendance at medical or dental appointments for the Employee in the event the required absence is longer than three (3) hours.**
- D. Childcare due to reasons that could not have reasonably been anticipated or where normal arrangements are not available.**
- E. A personal need that requires the Employee's immediate attention and that is approved by the City.**

A permanent full-time or permanent part-time Employee wishing to utilize these hours must notify their supervisor prior to the date, where possible. In the case of an emergency, notice should be provided as soon as possible.

An Employee using these vacation hours must provide a written explanation to their supervisor either prior to the leave or upon return to work.

8.05 Protective Clothing

- 8.05.01** In consideration of the safety requirements for employees to purchase non-melting, natural fibre clothing, the City shall pay to all employees with a minimum of 12 months continuous service as of October 15, the sum of \$200 per year to be calculated during the last pay

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ending in October each year and paid on the corresponding pay day. Employees with less than 12 months continuous service and a minimum of 6 months continuous service as of October 15, shall be eligible to receive such protective clothing allowance on a pro-rated basis to the closest month.

8.05.02 Permanent employees shall have the option to provide receipts for overalls, coveralls and/or smocks, where such protective clothing is required for work, and shall receive a non-taxable reimbursement of actual expenses up to \$200. Should an employee not submit receipts by September 15, they shall receive a taxable clothing allowance. Gloves will be reimbursed at 100% of cost and replaced as per the operational area's safety guideline.

8.05.03 An employee who is absent from work for more than 6 months shall receive clothing allowance in accordance with clause 8.05.01 on a pro-rated basis to the closest month. Should an employee be absent as of October 15, for the reasons provided herein, they shall receive clothing allowance upon their return to work.

8.05.04 Protective clothing, such as safety helmets, rubber aprons and rubber gloves for the handling of batteries and such other protective clothing as may be required, will be supplied. Replacement shall be made on evidence of fair wear and tear.

8.05.05

The City shall provide gloves, overalls, coveralls and/or smocks to all EPCOR employees who transferred to the City on January 1, 2023, as required. Replacement shall be made based on evidence of fair wear and tear. Protective clothing, such as safety helmets, welder's suits and gloves, arc flash / blast protection, rubber aprons for the handling of batteries and such clothing as may be required for painting crews, oil handling crews, eductor crews and portable steam crews will be supplied. Replacement shall be made on evidence of fair wear and tear.

8.05.05 Safety Boot Subsidy

8.05.05.01 Where an employee is required to wear safety boots or shoes, the City will subsidize the purchase of C.S.A. approved safety boots or shoes in the amount of 75% of the cost of such safety boots or \$200, whichever is the lesser. An employee who has received a safety boot subsidy and who requests a subsequent subsidy shall show just cause why they should receive a subsequent subsidy. New employees shall be eligible for a safety boot subsidy after completing 30 days of continuous employment with the City.

8.05.05.02 An employee is eligible to claim:

- i) 100% of the cost of safety boot liners and insoles to a maximum of \$50 in a calendar year, and
- ii) 100% of the cost of re-soleing or repairs to safety boots or shoes.

The expenses claimed under 8.05.05.01 and 8.05.05.02 shall not exceed \$200 in total in a calendar year.

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8.05.05.03

For members who transferred from EPCOR on January 1, 2023 an annual safety footwear subsidy will be provided by the City to each of the Employees up to a maximum of five hundred dollars (\$500) in a calendar year.

The following is included in this subsidy:

- i)* One hundred percent (100%) of the cost of safety footwear footwear and natural fibre base layer clothing to be worn under appropriate Arc Resistant (AR) or City provided clothing.**
- ii) One hundred percent (100%) of the cost of liners and insoles to a maximum of fifty dollars (\$50.00) in a calendar year.**
- iii) One hundred percent (100%) of the cost of resoling or repairs. The total of such expenses shall not exceed five hundred dollars (\$500) in a calendar year.**

8.05.05.04

For members who transferred from EPCOR on January 1, 2023 eligibility for the safety footwear and natural fibre base layer subsidy is on the following basis:

- i) An Employee must have completed thirty (30) days of continuous employment with the City.**
- ii) Operational requirements, fair wear and tear and just cause must justify all initial purchases, subsequent purchases and repairs.**
- iii) All footwear must be C.S.A. approved.**
- iv) An original receipt (paper or electronic) detailing the purchase or repair must be provided for reimbursement. Base layer clothing for Employees requiring AR must be made of non-melting fabric (including 100% merino wool, silk or synthetic, flame resistant treated fabrics). For Employees not requiring AR, base layer clothing may also include synthetic fabrics that are not flame resistant.**

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IBEW Union Local 1007/City of Edmonton
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APPENDICES

Appendix I: Schedule of Wages

Trades - Salary Plan 62M

Footnotes can be found at the end of Appendix I

Footnotes	Job Code	Job Description	Grade	STEP	Index	Dec 19, 2021 to Dec 17, 2022	Dec 18, 2022 to Dec 16, 2023	Dec 17, 2023 to Dec 28, 2024
						1% increase	2% increase	2% increase
INDEXED								
	1256	Electrical Foreperson	045		118%	\$55.956	\$57.075	\$58.217
	1941	Electrical Mtce Planner	045		118%	\$55.956	\$57.075	\$58.217
	2154	Electrical Safety Codes Coordinator	045			\$55.956	\$57.075	\$58.217
	1231	Instrument Foreperson	037		111%	\$52.633	\$53.686	\$54.760
	1257	Senior Electrician	037		111%	\$52.633	\$53.686	\$54.760
	1299	Elec Contract Inspector	037		111%	\$52.633	\$53.686	\$54.760
1	2245	Security Electrician	048	1 (1st 3 months)		\$47.421	\$48.369	\$49.336
				2 (18 mos service in the class and completion of 6 approved courses)		\$48.365	\$49.332	\$50.319
				3 (3 yrs of service in the class and completion of 3 additional approved courses)	105%	\$49.789	\$50.785	\$51.801
	1286	Electronic Technician II	030		105%	\$49.789	\$50.785	\$51.801
	1255	Electrician II	030		105%	\$49.789	\$50.785	\$51.801
	1261	Instrument Technician II	030		105%	\$49.789	\$50.785	\$51.801
	1253	Electrician I	023	1-1st 3 months		\$45.574	\$46.485	\$47.415
	1258	Electronic Technician I	023	2-Thereafter	100%	\$47.421	\$48.369	\$49.336
	3443	Signals Technician I	053	First 6 Months				\$56.03
				Thereafter				\$58.89
	3445	Signals Technician LRT	054	First 6 Months				\$61.34
				Thereafter				\$65.95
	3446	Power Electrician I	055	First 6 Months				\$57.32
				Thereafter				\$61.80
	3447	Power System Technician	056	First 6 Months				\$61.34
				Thereafter				\$65.95
	3448	Signal Foreperson	057					\$68.36
NON-INDEXED								

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Appendix I: Schedule of Wages

Trades - Salary Plan 62M

Footnotes can be found at the end of Appendix I

Footnotes	Job Code	Job Description	Grade	STEP	Index	Dec 19, 2021 to Dec 17, 2022	Dec 18, 2022 to Dec 16, 2023	Dec 17, 2023 to Dec 28, 2024
						1% increase	2% increase	2% increase
	3210	Electrical Helper	046	1-1st 3 months		\$28.451	\$29.020	\$29.600
				2-Thereafter		\$33.644	\$34.317	\$35.003
2	2222	EPS Electronic Technician II	047	1-Job Rate		\$50.955	\$51.974	\$53.013
				2-Certified Rate		\$53.369	\$54.436	\$55.525

~~03-NEW CLASSIFICATIONS AND TERMS AND CONDITIONS - TRANSFER OF EPCOR EMPLOYEES~~

On January 1, 2023 (the "**Transition Date**"), 27 IBEW 1007 member employees of EPCOR will be transferred to the employ of the City of Edmonton as part of a successorship agreement (the "**Employees**"). The Employees transferring are classified as follows:

- ~~8 Signals Technician I~~
- ~~11 Signals Technician - LRT~~
- ~~1 Power Systems Technician~~
- ~~4 Power Electrician I~~
- ~~3 Signals Foreperson~~

The City and IBEW 1007 have engaged in consultation to discuss the appropriate jurisdiction for the Employees and have mutually agreed to bring the Employees into the jurisdiction of the existing collective agreement between the City and IBEW 1007 (the "**Collective Agreement**"). This letter of understanding outlines the specific terms and conditions that will apply to the Employees following the Transition Date:

All terms and conditions of the existing Collective Agreement shall apply to the Employees following the Transition Date (provided they remain in the classifications listed above) except as per the below:

Protective Clothing

The City shall provide gloves, overalls, coveralls and/or smocks to all Employees as required. Replacement shall be made based on evidence of fair wear and tear. Protective clothing, such as safety helmets, welder's suits and gloves, arc flash / blast protection, rubber aprons for the handling of batteries and such clothing as may be required for painting crews, oil handling crews, eductor crews and portable steam crews will be supplied. Replacement shall be made on evidence of fair wear and tear.

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Safety Boot and Natural Fibre Base Layer Subsidy

An annual safety footwear subsidy will be provided by the City to each of the Employees up to a maximum of five hundred dollars (\$500) in a calendar year.

The following is included in this subsidy:

- i)* One hundred percent (100%) of the cost of safety footwear and natural fibre base layer clothing to be worn under appropriate Arc Resistant (AR) or City provided clothing.
- ii) One hundred percent (100%) of the cost of liners and insoles to a maximum of fifty dollars (\$50.00) in a calendar year.
- iii) One hundred percent (100%) of the cost of resoling or repairs. The total of such expenses shall not exceed five hundred dollars (\$500) in a calendar year.

Eligibility for the safety footwear and natural fibre base layer subsidy is on the following basis:

- i) An Employee must have completed thirty (30) days of continuous employment with the City.
- ii) Operational requirements, fair wear and tear and just cause must justify all initial purchases, subsequent purchases and repairs.
- iii) All footwear must be C.S.A. approved.
- iv) An original receipt (paper or electronic) detailing the purchase or repair must be provided for reimbursement. Base layer clothing for Employees requiring AR must be made of non-melting fabric (including 100% merino wool, silk or synthetic, flame resistant treated fabrics). For Employees not requiring AR, base layer clothing may also include synthetic fabrics that are not flame resistant.

Annual Vacation Entitlement

The Annual Vacation Entitlement section applies only to transferring Employees (Present Incumbent Only) and not any new hires as the City does not have different "plans".

As the current IBEW 1007 member employees of the City of Edmonton do not have Personal Leave hours, any Employee who has vacation/personal leave hours per the terms of the current collective agreement between EPCOR Utilities Inc. and IBEW 1007 (the "EPCOR Agreement"), which terms are understood to be reflected in the language of "Plan 1" of Article 8.02 of the collective agreement between EPCOR Utilities Inc. and IBEW 1007 with expiry date of December 18, 2021 (the "2021 EPCOR Agreement") will have their 40 hours of Personal Leave converted to Vacation time. For the purposes of vacation accrual at the City, the years of service of each Employee at EPCOR (as of the Transition Date)

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2025 Negotiations

will be recognized:

For clarity, following the Transition Date, the Employees' vacation accrual shall be per Article 8.02 of the Collective Agreement.

Leave for Personal and Family Related Responsibilities

~~This Leave for Personal and Family Related Responsibilities section applies only to transferring Employees (Present Incumbent Only) and not any new hires as the City agreement does not have Personal and Family Related Responsibility Leave. Further, should any personal leave days/hours be negotiated as part of a City Collective Agreement, those personal leave days/hours shall replace the hours referred to below.~~

As the current IBEW 1007 member employees of the City of Edmonton do not have Personal Leave hours, transferring Employees will have their 24 hours (or pro-rated number of hours as appropriate for part-time) of Personal and Family Related Responsibilities Leave converted to Leave With Pay time.

These hours (for both permanent full-time and permanent part-time Employees) may not be carried over into the next benefit year and may not be paid out.

Although these will be considered as Leave With Pay hours, these hours (for both permanent full-time and permanent part-time Employees) may be used for the following purposes:

- ~~F. The care of a sick child, parent or other immediate defined family member for which the Employee is responsible.~~
- ~~G. Attendance at medical or dental appointments for the Employee's spouse, their child or their parent.~~
- ~~H. Attendance at medical or dental appointments for the Employee in the event the required absence is longer than three (3) hours.~~
- ~~I. Childcare due to reasons that could not have reasonably been _____ anticipated or where normal arrangements are not available.~~
- ~~J. A personal need that requires the Employee's immediate attention and that is approved by the City.~~

A permanent full-time or permanent part-time Employee wishing to utilize these hours must notify their supervisor prior to the date, where possible. In the case of an emergency, notice should be provided as soon as possible.

An Employee using these vacation hours must provide a written explanation to their supervisor either prior to the leave or upon return to work.

Seniority

Seniority accrued under EPCOR shall be transferred to the City.

Short Term Incentive

Any classifications there were eligible for a Short Term Incentive payment pursuant to the terms of the EPCOR Agreement, which terms are understood to be reflected in the language of Letter #6 of the 2021 EPCOR Agreement, will be eligible to receive this payment for the 2022 performance year only. In the

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event that EPCOR provides any Short Term Incentive payment(s) to any classification(s) directly in relation to the 2022 performance year, those classification(s) shall not be eligible for any further related payment from the City. No further Short Term Incentive payments will occur for any years subsequent to the 2022 performance year.

Rates of Pay

Hourly rates of pay and classification titles for the Employees' positions will remain the same as within the 2022-2024 EPCOR Agreement for the 2022, 2023 and 2024 years, and are outlined in detail below. Any economic adjustment agreed to for the rest of the Collective Agreement will not apply to these classes for 2022, 2023, and 2024.

Job Code numbers and Grade numbers will be determined by the City to fit within the existing City Classification system. The effective date of the 2023 and 2024 years will coincide with the date of the rest of the collective agreement.

Signals Technician I – Job code 3443 62M/053

2022		2023		2024	
First 6 Months	Thereafter	First 6 Months	Thereafter	First 6 Months	Thereafter
52.87	55.56	54.32	57.09	56.03	58.89

Signals Technician – LRT – Job code 3445 62M/054

2022		2023		2024	
First 6 Months	Thereafter	First 6 Months	Thereafter	First 6 Months	Thereafter
57.88	62.23	59.47	63.94	61.34	65.95

Power Electrician I – Job code 3446 62M/055

2022		2023		2024	
First 6 Months	Thereafter	First 6 Months	Thereafter	First 6 Months	Thereafter
54.08	58.31	55.57	59.91	57.32	61.80

Power System Technician – Job code 3447 62M/056

2022		2023		2024	
First 6 Months	Thereafter	First 6 Months	Thereafter	First 6 Months	Thereafter
57.88	62.23	59.47	63.94	61.34	65.95

Signal Foreperson – Job code 3448 62M/057

2022	2023	2024
Job Rates	Job Rates	Job Rates

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64.50	66.27	68.36
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AGREED:

Date: April 1, 2025

IBEW Local 1007



Name

CITY OF EDMONTON



Name: Kent Sorochuk

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to **Amend Article** as follows:

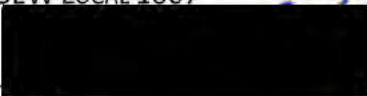
8.05 Protective Clothing

- 8.05.02 Permanent employees shall have the option to provide receipts for overalls, coveralls and/or smocks, where such protective clothing is required for work, and shall receive a non-taxable reimbursement of actual expenses up to \$200. Should an employee not submit receipts by ~~September 15~~ **December 31**, they shall receive a taxable clothing allowance. Gloves will be reimbursed at 100% of cost and replaced as per the operational area's safety guideline.

AGREED:

Date: March 26 2025

IBEW LOCAL 1007



Name

Steve Southwood

CITY OF EDMONTON



Name

Kant Srochua

Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations

The undersigned parties agree to delete article 11.07 and Renumber as follows:

~~11.07~~ Permanent employees to be laid off who request and receive a lump sum payment from their Income Replacement Entitlement as outlined in Article 24.04, shall negate any and all rights of recall and rehire to their former job.

~~11.08~~**07** If the permanent staff of a department is to be increased, those permanent employees removed, in accordance with the layoff provisions, from the class to be increased shall, if available, be recalled according to the reverse order of their removal from such class, provided they are qualified and capable of performing the duties of the job. For permanent employees retained in a previous class or reassigned to an alternate job, this right to a single recall is indefinite. For permanent employees actually laid off from the service, this right to a single recall expires at 24 months or less (see 13.07.04). Where an employee accepts a temporary assignment to a position in their former class their right to recall shall be extended by the duration of the assignment. Such employees removed in accordance with the layoff procedures shall be re-engaged in preference to other applicants.

~~11.09~~**08** Laid off permanent employees who are rehired within their recall period shall be reengaged as permanent employees. Such employees shall retain the benefits provided by the current Agreement which were enjoyed prior to layoff, with the exception of seniority, which shall be governed by the provisions of 13.07.04.

~~11.10~~**09** A permanent employee's date of appointment into a job shall be, for layoff and rehire purposes, the date that the employee was originally appointed to a permanent job within the class to be reduced. However, a permanent employee's date of appointment into a dual trades class shall be for layoff and rehire purposes, the date that the employee was originally appointed to a permanent job within the employee's first trades class. In the event of a reduction of a job within a dual trade class, a dually qualified employee may use their seniority to be retained in favour of the junior employee in the single trade classes for which they are dually qualified.

~~11.11~~**10** Under no circumstances shall an employee's date of appointment be established as a date prior to their jurisdictional seniority.

~~11.12~~**11** When an employee attains journeyman status in a trades' class, their date of appointment to such class shall be backdated to include their apprenticeship service, to a maximum of 4 years, for the purpose of layoffs and rehires only.

~~11.13~~**12** Where 2 or more employees have the same date of appointment to the same class, the relative order that such employees are removed from such class, in accordance with 11.01, shall be based on their jurisdictional seniority.

~~11.14~~**13** Apprentice positions shall not be considered to be trades classes for the purposes of applying the layoff and rehire procedure. Employees occupying jobs within trades classes shall not be eligible to revert to apprentice positions.

Attachment to the Memorandum of Agreement
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~~11.15-14~~ Should an apprentice attain journeyperson status in a class previously reduced, and the job is retained, the new journeyperson will be retained in the class unless there is a senior permanent employee with recall rights to that class. If the new journeyperson cannot be retained in that class they will be removed and subject to the layoff process.

~~11.16-15~~ Technological Change

~~11.16-15.01~~ The City agrees to provide the Union with as much advance notice in writing as possible of technological or other changes which may occur in the future whereby jobs will be changed or abolished.

~~11.06-15.02~~ The City and the Union shall meet and discuss such change prior to any reduction in staff which may be deemed necessary. Employees who may be affected shall be given the advantage of all available opportunities commensurate with their abilities.

~~11.06-15.03~~ The City agrees that, wherever possible, no employee shall lose employment because of technological change; however, whenever it is necessary to reduce staff, it will be done in accordance with the layoff procedures outlined in this Agreement.

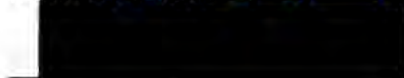
~~11.17-16~~ Job Security

Without restricting the right to determine the methods by which municipal services are to be provided, the City agrees that, during the term of this Agreement, no permanent employee shall be laid off as a direct result of the City contracting out the work performed by such permanent employee. In the event that a permanent employee is displaced as a result of the City contracting out the work, the City shall have the right to place said employee in any job for which they have the required qualifications at not less than the regular rate of pay for the job from which they were displaced.

AGREED:

Date: Jan 15, 2025

IBEW Local 1007



Name Steve Southward

CITY OF EDMONTON



Name Kent Sordahl

Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations

The undersigned parties agree to amend article 12.01 as follows:

12.01 Postings and Internal Bulletins

Vacant positions required to be filled shall be posted **electronically** without unreasonable delay for a period of 7 calendar days ~~in a place accessible to employees who fall within the scope of this Agreement, on a standard form provided by the City.~~

Where conditions of service require that the job be filled immediately, a temporary appointment, not to exceed 90 calendar days, may be made. The City and the Union may mutually agree to an extension of the 90 day temporary appointment period.

In instances where the duration of the temporary position is uncertain due to illness or injury of the incumbent, such position may be temporarily filled by appointment for a period up to 150 consecutive calendar days. After this period, the temporary position will be posted, unless the City and the Union mutually agree to an extension.

For the purpose of soliciting interest for temporary assignments from qualified employees in a work unit, an internal bulletin identifying the employees eligible to indicate interest may be posted. The duration of these assignments shall not exceed 12 months. A copy of all postings or internal bulletins shall be sent to the Union.

12.01.01 The City may fill vacancies that may arise in the same class code, under the same hiring manager, during a current recruitment on an existing posting within 30 calendar days from the opening date of the original posting. The City will notify the Union regarding the amended number of positions to be filled.

12.02 Applications ~~*Electronic applications are encouraged; however, paper applications shall be accepted and shall be addressed to the Talent Acquisition Services and Solutions Branch, clearly indicating the appropriate job requisition number and the return address of the applicant.~~ Employees will submit applications electronically to the City's application Portal. It is the applicant's responsibility to submit a complete and accurate application.

AGREED:

Date: January 15 2025

IBEW LOCAL 1007



Name Steve Southwood

CITY OF EDMONTON



Name Kent Sorochnyk

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to Amend Articles as follows:

Part II

22.01 Waiting Period A probationary employee who has completed 90 calendar days of continuous civic employment since the last date the employee commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Income Protection Plan. However, an employee who is absent from work on the date that they would have been eligible to participate in the Income Protection Plan shall not be eligible to participate in the Plan until they have returned to work for the City for a period of at least 10 consecutive working days. Return to work is defined as returning to regular or pre-disability duties and hours of work, and excludes any paid or unpaid leaves of absence **(including vacation)**, with the exception of bereavement leave and jury duty leave.

...

22.06 Recurring Disabilities

Return to work is defined as returning to regular or pre-disability duties and hours of work, and excludes any paid or unpaid leaves of absence **(including vacation)**.

AGREED:

Date:

January 30, 2025

IBEW LOCAL 1007



Name: Steve Southwood

CITY OF EDMONTON



Name: Kent Sorochnik

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to ADD a new Letter Of Understanding (# To be Determined) "Employment Equity Opportunities" as follows:

The City of Edmonton may create temporary employment opportunities for equity seeking groups so the workforce reflects the population we serve. These positions will be created under the following conditions:

- Individuals will be appointed to the positions at the discretion of the City.
- There may be temporary Full & Part-time positions (8-40 hours per week)
- There will be no elimination of positions or reduction of hours of work within the bargaining unit as a result of this program.
- The positions shall be no longer than 18 months in duration.
- Employees hired under this LOU shall be members of IBEW Local 1007
- The Union will be notified of individuals hired under this Letter of Understanding.
- The work will align with existing classifications and should a new classification be required the rate will be determined by both parties as per Article 20

AGREED:

Date: March 26 2025

IBEW Local 1007



Name Steve Southwood

CITY OF EDMONTON



Name Kev Sordhuc

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to include this Letter of Understanding as Letter #2;

Hybrid Remote/Office Work Agreement

Unless otherwise agreed as per below, every Employee's place of work will be a City workspace.

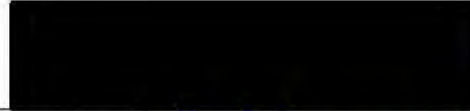
In relation to the City's hybrid remote/office work program for Union Employees, the parties agree that the following applies:

- An Employee may request approval from the City to continue working remotely from home in a hybrid work arrangement, in accordance with a process(es) to be determined by the City.
- Any employee approved for this program may be required to work at least 2 days a week in an assigned City workspace.
- At the discretion of the City, any individual Employee may be directed to return to a City workspace and/or to work remotely from home during the term of this agreement.
- Subject to operational requirements, any Employee directed to return to a City workspace will be provided a minimum of 30 calendar days' notice, unless a shorter period is otherwise mutually agreed to between the City and the Employee.
- In cases where an Employee is directed to return to a City workspace but requests an exemption from that requirement, arising from a potential legal duty to accommodate, the City will consult with the Union and discuss potential alternatives before making its final decision. While the City and the Union shall make best efforts to conduct such consultations in a timely manner, if operational requirements necessitate an employee's return, the Employee shall return to a City workspace prior to the conclusion of consultation if directed to do so by the City. If an Employee refuses to return to work to the City workspace or, following consultation with the Union, if the City maintains its return to work direction and the Employee refuses to return to work to the City workspace, the Employee will be deemed to have abandoned their employment with the City and will be terminated.
- Any Employees approved by the City to remain working remotely from home for any period of time, shall continue to follow all terms, conditions, requirements and restrictions set forth by the City.
- Notwithstanding that an Employee may be working in a hybrid work arrangement, the Employee may, from time-to-time, be required to attend a City workspace or other locations (e.g. meetings, training etc.) outside of their agreed-to schedule, as identified by the City. In this case, it is mutually understood that less than 30 days' notice may be provided to the Employee.

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**



For the City of Edmonton



For the Union *Steve Southwood*

Date: *March²⁶ 2025*

Date: *March 26 2025*

Attachment to the Memorandum of Agreement IBEW Union Local 1007/City of Edmonton 2025 Negotiations

The undersigned parties agree to Renew and Amend Addendum 2 as follows:

Addendum 2 - Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement

INTRODUCTION

The parties to this collective agreement are participants in the City of Edmonton – Civic Union Workplace Relationship Agreement, and the Duty to Accommodate Framework Agreement ("the Framework Agreement") entered into under the auspices of the Working Relationship Agreement. In the Framework Agreement, the participants agree to establish specialized grievance and arbitration mechanisms to resolve disputes over the duty to accommodate, modifying, or in lieu of, the grievance and arbitration provisions in their collective agreements. The reasons and purposes for such specialized processes include recognition that:

- The duty to accommodate can involve obligations and remedies that transcend bargaining unit boundaries, and thus involve a need for dispute resolution where additional parties can participate so as to avoid multiple proceedings.
- The duty to accommodate is a process not just a result; that it is time sensitive; and that the rights and obligations can change over time; all of which can favour informal, expedited and specialized processes.
- While statutory human rights procedures exist, collective agreement arbitration provides a parallel procedure which, if suitably adapted, offers a more flexible and timely way of resolving accommodation issues for the civic workforce; and
- Although expedited procedures will normally be the chosen option for resolving such disputes, parties may at times choose instead to follow their more formal arbitration procedures, which they should remain free to pursue, subject to modifications for individual and affected union participation and a pre-arbitration mediation process.

Therefore:

The parties to the collective agreement agree to use the following alternative grievance and arbitration procedure for cases falling within the scope of this **Addendum** ~~letter of understanding~~.

1. SCOPE

1.1 This procedure applies to grievances concerning the duty to accommodate employees on the basis of physical or mental disability.

1.2 This procedure does not apply to:

1.2.1 Cases where employees seek accommodation as a result of an addiction said to be a physical or mental disability, or

1.2.2 Cases where employees raise accommodation issues only after being terminated by the City of Edmonton.

2. INITIATING A GRIEVANCE

2.1 Grievances may be initiated during the course of an accommodation process to obtain a decision on a particular decision point in that process even though other steps remain to be taken.

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
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2.2 A grievance may concern:

2.2.1 Whether an employee seeking accommodation has a mental or physical disability that gives rise to a need for accommodation

2.2.2 What, if any, restrictions or requirements arise from the employee's disability.

2.2.3 A decision by the City of Edmonton not to accept a measure that might be undertaken to accommodate the employee's needs in their existing job or some other job (whether modified or not), whether based on undue hardship or any other reason.

2.2.4 A decision by an Employee or the Union to decline to accept as a reasonable or suitable accommodation, a measure proposed by the City of Edmonton.

2.2.5 The failure or refusal by any Union or Association to give any necessary consent to any aspect of a proposed measure that might be undertaken to accommodate an employee's needs, whether that failure or refusal is based on conflicting collective agreement provisions, undue hardship, or otherwise.

2.2.6 The assignment of an employee to a position within a different bargaining unit or any terms and conditions attached to that assignment; or

2.2.7 Whether any trial period for an accommodation measure has succeeded.

2.3 In these procedures, "parties" mean the parties to this collective agreement and any other affected Union or Unions. It does not include an individual with a right to be represented or heard separately during any arbitration procedure.

2.4 Prior to filing a grievance under clause 2.2 of this Addendum the party will follow the provisions for precipitating a decision on a decision point in the Framework Agreement and shall first advise all affected parties of their wish for a decision on the issue.

2.5 On receipt of a request for a decision, the City's Disability Management Consultant, the Union or Unions involved, and such other persons whose presence may be necessary or appropriate to the decision, will meet for a full and frank discussion in an attempt to reach agreement on the question.

2.6 If the initial request or, following discussion, the agreed upon issue, is a question of the employee's disability, capacity, or the requirement of any job or proposed job, the parties will initiate the process of obtaining an independent report on the issue in accordance with the procedures in the Framework Agreement. Any professional opinion or factual report obtained as a result of those processes shall be accepted as prima facie proof in any subsequent arbitration proceedings.

2.7 The party requesting a decision and the party whose decision is sought may agree in writing to continue to assess the matter in an agreed upon manner.

2.8 Following the meeting referred to in clause 2.4, and unless clauses 2.5 and 2.6 (all in this Letter) apply, the party required to make a decision will provide that decision in writing within 15 working days of the initial request.

**Attachment to the Memorandum of Agreement
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2025 Negotiations**

2.9 If a decision on a decision point is agreed to, it will be implemented forthwith, according to the terms. If no grievance disputing the decision is initiated within 15 working days following the decision, it will be treated as agreed upon and any proposed action may be implemented unilaterally. A grievance over any decision described in clause 2.2 of this addendum may be filed by the parties to this collective agreement or by another Union affected by the decision. The dispute shall be submitted in writing to the roster Coordinator, with a copy of the dispute provided to the **Director, Disputes and Advisory Services, Employee Relations and Compensation Branch** ~~Director of Labour Relations, Human Resources Branch.~~

3. SEPARATE REPRESENTATION

3.1 Where an individual is directly affected by the subject matter of a decision, and their interests may conflict with the position being advanced by their bargaining agent, they may be separately represented in any arbitration process. The form of that separate representation shall be determined by their bargaining agent. Separately represented employees shall not have the authority to advance a matter to arbitration or to insist on formal rather than expedited arbitration.

4. EXPEDITED ARBITRATION

4.1 All grievances will be heard initially by a member of the expedited arbitration roster. Unless the parties agree to a particular member of the roster, the roster coordinator will assign a member from the City's arbitration roster to hear the grievance **as specified in the Framework Agreement.**

4.2 The members of the expedited arbitration roster shall be reviewed periodically by the Duty to Accommodate Joint Committee **and are outlined in the Framework Agreement, clause 4.7.**

4.3 The roster member assigned to hear the grievance will convene a meeting of the parties and any individual entitled to separate representation. The purpose of that meeting will be to:

4.3.1 Ensure the issues in dispute are defined;

4.3.2 Determine whether the parties agree to expedited arbitration or wish to have all or part of the issue resolved by a formal process;

4.3.3 If the parties accept expedited arbitration, to set a time, date and place for an expedited arbitration hearing with that roster member;

4.3.4 If a party selects formal arbitration, set a time, place and date for a "without prejudice" pre-arbitration mediation with the roster member or any other agreed upon mediator;

4.3.5 Discuss any other matter that, in the opinion of the roster member, is appropriate;

4.3.6 Unless formal arbitration has been selected, grant interim orders where there are substantial reasons for doing so and where the order can be made in a manner that accords with the Framework Agreement;

4.3.7 Where the parties agree, do anything at the first meeting that might be done at the expedited arbitration or mediation stages.

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2025 Negotiations**

4.4 Every attempt will be made to hold the meeting referred to in clause 4.3 of this addendum within ten (10) working days of the date the grievance is received by the roster Coordinator, and may be in person or, with the consent of the affected parties, by teleconference. A failure to hold the meeting within ten (10) working days will not constitute loss of jurisdiction.

4.5 The roster member will provide participants with minutes of the first meeting, including any agreements reached, along with directions for a mediation meeting or an expedited arbitration hearing.

5. EXPEDITED ARBITRATION

5.1 The Roster member shall hear the grievance informally and expeditiously, providing the parties and any separately represented member the opportunity to adduce evidence and be heard, following which the member will issue a summary award on the grievance. The award will be provided in writing.

5.2 The parties will implement the award forthwith, according to its terms.

5.3 Awards under the expedited process will be confined to the issue raised in the grievance on the particular decision point. Any further issues that arise in respect to the duty to accommodate that same individual will be dealt with through a continuation or resumption of the Framework Agreement processes and if needed, by a further grievance on any subsequent decision point, rather than through the expedited arbitrator remaining seized with the matter.

6. GRIEVANCE MEDIATION

6.1 Where the parties have selected formal arbitration, the arbitration board will be appointed and scheduling commenced as outlined in Article 14.06–Stage Three-Arbitration (points 4 through 17) of the main agreement, following the first meeting referred to in 4.3 of this addendum. At the same time, the parties and any separately represented employee will participate in a “without prejudice” mediation meeting with the Roster member or another agreed upon mediator.

6.2 Participants in the mediation will each be represented by a person or persons familiar with the matter who will make good faith efforts to resolve the matter and who have decision making authority.

6.3 Settlements reached through informal mediation shall, where they resolve the full issue, be incorporated into a consent award of the Roster member as an arbitrator, or where they resolve some issues only, be incorporated into an agreed statement of facts or position to be placed by consent before the formal arbitrator or arbitration panel.

6.4 Other than the documents referred to in clause 6.3 of this addendum, the discussions during informal mediation shall be privileged and shall not be referred to in any subsequent arbitration or other proceeding.

6.5 The cost of the roster Coordinator’s administrative duties shall be paid by the City of Edmonton. The cost of the mediation or expedited arbitration duties of the panel members will be shared jointly between the City of Edmonton and the Union or Unions involved in individual cases. Where there is more than one Union involved in a particular case, the Union’s half of the costs shall be divided equally between them unless the mediator or expedited arbitrator orders some different appointment.

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2025 Negotiations**

7. FORMAL ARBITRATION

7.1 Where a party insists on formal arbitration, that arbitration will be established and conducted in accordance with the arbitration procedure in this collective agreement, modified as necessary to comport with the Framework Agreement.

7.2 Where, in addition to the Union under this collective agreement, there is another affected Union in respect of the dispute, the following provisions will apply.

7.2.1 The decision of the arbitration board will be final and binding on all parties;

7.2.2 Except to the extent this agreement provides for, or other parties agree upon, a single arbitrator, the Unions will attempt to agree upon a single nominee, failing which a Union nominee will be selected by the Roster member assigned to conduct the informal mediation.

7.2.3 The costs of any nominee, and of the Chair, will be shared by the Unions equally, unless the arbitrator or arbitration board awards some different apportionment.

7.3 In addition to any other powers provided by law or by the Collective Agreement, the arbitrator or arbitration board may, on the request of any affected party, by interim order, direct what ought to be done, or not be done, pending the arbitration hearing or ruling. Interim orders shall only be granted where there are substantial reasons for doing so, and shall be made in a manner that best accords with the provisions of the Framework Agreement.

7.4 Arbitrators shall be selected from the agreed list of arbitrators **listed in the Duty to Accommodate Framework, clause 4.9**, either by agreement, or on the basis of the rotation provided for in the Framework Agreement.

7.5 Where an arbitrator or arbitration board, appointed under this collective agreement, finds that the matter or any part of the matter arising in that arbitration properly falls within the scope of the addendum, the arbitrator or arbitration board may direct the parties to pursue the matter in accordance with the provisions of this addendum

7.6 The arbitrator or arbitration board may make any directions as to timeliness or other procedural issue that appears just in all the circumstances. An application under this clause may be made by any party affected by the issue in question whether or not that party is a party signatory to the collective agreement. No such application may be made by an individual employee.

8. DURATION AND TERMINATION

8.1 This addendum shall continue in force beyond the expiry date of the Collective Agreement, and shall be renewed with each successor agreement if both parties mutually agree.

8.2 In the event a party to the Duty to Accommodate Framework Agreement withdraws from participation in the Agreement, this Addendum shall cease to be in force on the date the notice period expires. Grievances currently in progress shall continue to utilize the process outlined in this Addendum until the decision of the roster member is received.

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

AGREED:

Date: March 26 2025

IBEW LOCAL 1007



Name Steve Southwood

CITY OF EDMONTON



Name Kent Srochuk

**Attachment to the Memorandum of Agreement
IBEW Union Local 1007/City of Edmonton
2025 Negotiations**

The undersigned parties agree to rename Letter of Understanding #02 Electrical Safety Codes Officers, to Addendum #3 - Electrical Safety Codes Officers, and move it to the Addendum section:

AGREED:

Date: April 4, 2025

IBEW LOCAL 1007



Name: Steve Southwood

CITY OF EDMONTON



Name: Kent Sorochnik