

In Negotiations Between
Edmonton Catholic School Division
And
Unifor, Local # 52-A

MEMORANDUM OF AGREEMENT

June 6, 2025

The following terms comprise the entire amendments agreed to by the parties during this round of bargaining. The parties agree to recommend this MoA for ratification.

PURPOSE

Whereas, the terms and conditions of employment and salaries have been the subject of negotiations between the parties and whereas, the parties desire that these matters be set forth in an agreement to govern terms of employment of the School Support Staff; and

Whereas, the purpose of the Board is to:

- (a) provide students with a sound education in a ~~Christian atmosphere based on the traditions of the Catholic Church~~ **with a Christ-centred learning experience for all learners**; and
- (b) provide services and programs for the benefit of students, ~~parents~~ **families**, and the community; and,
- (c) promote the well-being of its employees to the end that the people of the community will be better served.

4.1 A continuous employee is one who is employed by the Employer on an ongoing **part time or full time basis (see sub article 9.1)** basis following successful completion of a probationary period. A continuous employee is one who is assigned to work on a twelve (12) month basis or on an operational-year basis, either in a traditional or in a year-round school.

4.10 Classification groupings shall be as follows:

- Administrative Support
- Early Childhood Educator
- English Language Learner Educator
- Educational Assistant
- Instructor
- Licensed Practical Nurse
- Media Resources

- Printing Services
- ~~Multicultural Animator~~ **Intercultural Liaison**
- Therapeutic Assistant
- Sign Language Interpreter
- Brailist
- Laboratory Technician

- 7.1 (a) An employee who is appointed to a different classification, level or position shall be required to serve a six (6) month trial period in which to demonstrate his/her ability to perform the new assignment satisfactorily.
- (i) In cases of a transfer during the probationary period, the probation period shall continue. ~~The employee shall then serve a pro-rated trial period at the completion of the probationary period in the new position.~~ **The time that overlaps between the trial and probationary period shall be concurrently served.**
- (ii) An employee shall not serve a trial period in cases of a lateral transfer when they have successfully completed a probationary period in the position.

11.1 Temporary employees with at least 30 days of service in the previous twelve (12) months, continuous, and probationary employees shall be entitled to the following public or statutory holidays:

New Year's Day	First Monday in August
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday or Monday of Spring Break	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

Truth and Reconciliation Day

One (1) day floater holiday as determined by the Employer and Local Executive to be taken during the Christmas break. Any other holiday declared by the City of Edmonton, Province of Alberta and/or Government of Canada for general observance except when replacing the holiday listed above, in which case only one holiday shall be recognized.

14.4 Family Related Leave

- (a) Eligible employees shall be entitled to a maximum of two (2) days leave per year, without loss of pay, for the purpose of caring for a family member or attending to personal matters. Eligible employees will be limited to active continuous employees working at 0.4 FTE. or greater.
- (b) Effective date of ratification, eligible employees shall be able to roll over and accumulate one (1) unused family related leave day for one year. The leave day from the previous year must be used before any further rollover may occur.
- (c) Family related leave is not prorated for part-time employees, however, shall be applied as full day deductions. Each instance of family related leave will result in a deduction of one day from the employee's annual entitlement.
- (d) Family related leave cannot be used to extend weekends, vacations or school closures without the prior approval of the Superintendent of Human Resources or Designate.
- (e) Family related leave cannot be used consecutively without the prior approval of the Employer.
- (f) When accessing family related leave, employees shall notify their supervisor.
- (g) Unused family related leave shall be forfeited upon termination.
- (h) **Family Medical Leave - Effective September 1, 2025, employees shall be entitled to two (2) days' leave to be taken out of the employee's accumulated sick leave for Family Medical needs. This can be used in full or half day increments.**

15.1 Maternity – Parental Leave

- (a) An employee who has been employed by the Employer for at least 52 consecutive weeks shall be granted leave without pay for **maternity/parental reasons**. The employee must apply three (3) months prior to **their** scheduled date of delivery. Such leave shall be for any period of time up to ~~one (1) year~~ **eighteen (18) months**.

- 16.2 (a) Extended leaves of absence are absences of greater than one (1) month and less than one (1) year, and may be granted by the Superintendent, Human Resource Services or designate to employees who have completed a minimum of three (3) years unbroken, **continuous contract** service with

the Employer having regard to all the circumstances and the interest of the school system. The seniority date will be used to determine length of service.

17.3 – Amend this sub-article to reflect the correct reference. It **currently** references Article 14. It **should** reference Article 16. (Housekeeping)

21.1

- (a) ~~Effective June 1, 2023,~~ Employees who are at least age 55, with ten (10) years of service with the Employer shall receive a retirement bonus of \$4,000 for the first ten (10) years plus \$350 for each additional year of service with the Employer. After 26 years of service, add \$350 to the amount for every year of service until retirement.
- (b) **Independent of (a) above, the Employer encourages employees to provide three months' notice of intent to retire.**

22.2 ~~Effective January 1, 2010~~ **Effective September 1, 2025, (subject to ratification)**, the following employer paid benefits will be amended as follows:

- (a) Vision - \$350/24 months adult, and 12 months for child;
- (b) Hearing aids - \$3,000/36 months (\$3,000 lifetime repair or replacement due to accidental damage);
- (c) Physiotherapy/Acupuncture/Chiropractic/**Massage** - ~~\$40 /per visit,~~ **\$70.00 per visit**, \$700 annual maximum per practitioner **combined** to an annual maximum of ~~\$1,200~~ **\$1,400** per participant per year; and,
- (d) Dental to fee schedule as set by Alberta Blue Cross.

26 *Four (4) year term September 1, 2024 to 2028*

27.1 *Remove outdated 27.1 (Housekeeping)*

Update 27.2 as follows and renumber to 27.1:

~~Effective September 1, 2023~~ **Effective September 1, 2025, (subject to ratification prior to that date)**, each probationary and continuous employee

covered by this agreement will have access to a Flexible Spending Account at a rate of ~~\$500~~ **\$700.00** per 1.0 FTE annually on September 1. This amount will be prorated for employees employed less than full time with the Edmonton Catholic School Division. The unused balance will be carried forward for a total accumulation of two years.

App. A – Wages

Sept 1 2024 - 3%, Retro all current employee at time of ratification and retirees who retired since Sept 1 2024

Sept 1 2025 - \$1.25 or 3%, whichever is greater

Sept 1 2026 - 3%,

Sept 1 2027 - \$1.25, or 3% whichever is greater

APP B - Multiple Worksite Allowance

Multiple work site travel allowance of ~~\$55.00~~ **\$70.00** per month will be paid to employees where an employee is required to travel between work sites as part of his/her regular work assignment.

LoU – Fall Break

*The Employer amends its proposal to replace the 'six minutes' with 'six minutes per day or 30 minutes per week ,**prorated to FTE**, to be determined based on the operational needs of the site'.*

Add to LoU Domestic Violence – Women's advocate

The parties recognize that Unifor members may sometimes need to discuss matters such as violence or abuse at home or workplace harassment. They may also need to find out about specialized resources in the community such as counselors or shelters to assist them in dealing with these and other issues.

For this reason, the parties agree to recognize the role of a Unifor Women's Advocate in the workplace. The Women's Advocate will be determined by the Union from amongst the bargaining unit employees. The Advocate will meet with members outside of work hours as required, discuss problems with them and refer them to the appropriate agency when necessary.

The Board and the Union will develop appropriate communications to inform Unifor members about the advocacy role of the Unifor's Women's Advocate.

For the Union

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