

March 4, 2025

MEMORANDUM OF SETTLEMENT #4
BETWEEN
THE CITY OF CALGARY
AND
THE AMALGAMATED TRANSIT UNION 583
(ATU 583)

The parties herein agree to the terms of this Memorandum as constituting full settlement of all issues between the parties. Unless otherwise specified, changes to terms and conditions will be effected as of the date of ratification by both parties.

The Undersigned representatives of the parties do hereby agree to recommend unanimous acceptance, to their respective principals, of the following changes to the **2024 – 2026** Collective Agreement between the above-noted parties.

PART A – Agreed to Items

The parties agree to review the collective bargaining agreement and fix all grammatical and spelling errors/omissions throughout the collective bargaining agreement.

101 Term of Agreement

101.01 This Agreement shall be in full force and effect as of the date of ratification, **[DATE]**, by both parties and shall continue in full force and effect to **December 31, 2026** and from year to year thereafter, except as hereinafter provided.

106.02 Employees shall be advised of their right to Union representation when they are to be disciplined or dismissed, and that discipline or dismissal is to be a matter of record. The employee shall be advised of the reasons for the discipline or dismissal in writing. An employee who has been disciplined or dismissed shall be entitled to a hearing under the grievance procedure. ~~However, the absence of such notice will not nullify the discipline or dismissal.~~

107.02 No grievance shall be considered where circumstances giving rise to such grievance should reasonably have been known ~~to the employee~~ more than ~~six ten (6 10)~~ working days prior to the first filing of the grievance.

107.08 Step One - The ~~aggrieved employee(s) and/or representative~~ Union may file the grievance in writing to the Manager ~~within four (4) working days or within six (6) working days of clause 107.04 meeting,~~ who shall then hear the grievance orally or in writing within six (6) working days of filing. The Manager shall consider the grievance in the presence

of the aggrieved employee and/or representative and other applicable management. If a settlement satisfactory to the parties concerned is not reached in ~~four (4)~~ **five (5)** working days from the date of the hearing, the grievance shall be dealt with at the following step should either party so desire.

107.09 Step Two - Within ~~four-five (4-5)~~ working days, the ~~aggrieved employee and/or representative~~ **Union** may file the grievance in writing to the Director, who shall then hear the grievance orally or in writing within six (6) working days of filing. The Director shall consider the grievance in the presence of the aggrieved employee and/or representative and the Manager and other applicable management. If a settlement is not reached in ~~six~~ **five (65)** working days from the date of the hearing, the grievance shall be dealt with at the following step should either party so desire.

115.11 Parental Leave

~~A natural or adoptive parent, who is a permanent employee or non-permanent~~
Employees with at least ninety (90) days service is are entitled to an unpaid parental leave of up to sixty-two (62) weeks for the care of a new-born or adopted child. Parental leave may be available within the year that the child arrives home start any time after the birth or adoption of a child, however shall be completed within seventy-eight (78) weeks of the date the child was born or placed with the parents. If The City employs both parents, they may share the leave, with the total leave not to exceed sixty-two (62) weeks. The parents may be granted leave simultaneously, subject to operational requirements. During this leave of absence, the employee's service and seniority will continue to accrue in accordance with the Collective Agreement and The City will continue to pay its share of the benefit premiums.

116.01 Effective [Date] all employees hired or rehired into the ATU Jurisdiction shall be entitled to a pro-rated vacation entitlement for their first Calendar Year of Service.

Current City of Calgary employees transferring permanently into the ATU jurisdiction shall maintain their current Vacation Base date. For those with January 1 Vacation Base Date, this date shall remain without any requirement for pro-ration outlined in 116.02

116.02 In order to establish a standard January 1 vacation credit date, following receipt of the first year's pro-rated entitlement after [DATE] as referenced in 116.01, an employee's vacation base date shall be established as January 1 of the year in which they were initially hired or rehired. All subsequent vacation entitlements shall be determined by the provisions of 116.03.

117.01 The following shall be defined as legal holidays: New Year's Day, Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, National Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day,

Christmas Day and the twenty-sixth (26th) of December. All general holidays proclaimed by the City of Calgary and/or the Province of Alberta and/or the Government of Canada shall also be recognized as legal holidays, except when replacing the named holidays in which case the proclaimed Statutory Holiday only shall be recognized.

300 SECTION C – SPARE OPERATORS WORKING CONDITIONS

302.01 Where a spare Operator refuses any work offered, the two (2) week guarantee shall be reduced by the difference between the actual hours worked and the straight time hours which would have been worked **that day** had the Operator not failed to report for duty. The Operator shall be placed at the bottom of the list of spare Operators for the day.

400 SECTION D – MAINTENANCE EMPLOYEES WORKING CONDITIONS

403.07

g) STANDARD ISSUE AND VALUE

<u>Item</u>		<u>Frequency</u>	<u>Point Value</u>	<u>Annual Allocation</u>
Coverall		Yearly	32	96
Safety Coverall	*	Yearly	32	96
Insulated Overalls	**	Every 3 years	90	30
Winter Jacket	***	Every 3 years	60	20
Summer Jacket	***	Every 3 years	40	13
			TOTAL	126

* Safety coveralls will be standard issue for Mechanic - Field Service, Assistant Roadmaster, Trackman~~person~~, Track Maintainer and Track Welder Job Functions only.

** Insulated overalls will be optional issue for Assistant Roadmaster, Farebox Handlers, Farebox Fleet Attendants, Trackman~~person~~, Track Maintainer, Station Cleaner, Maintenance Labourer and Senior Maintenance Labourer Job Functions only in lieu of the coveralls.

*** The Operator type winter and summer jacket will be standard issue for Maintenance Labourer, Senior Maintenance Labourer, Lead Hand Maintenance Labourer and Lead Hand Cleaner (Custodial) Job Functions only.

**** Assistant Roadmaster, Trackman~~person~~, Track Maintainer and Track Welder Job Functions will receive a duck style padded hood winter parka.

406 December 24th

406.01 Maintenance employees may at the option of management be given one-half (1/2) day with pay on the twenty-fourth (24th) of December. Those employees required to work more than one-half (1/2) of a regular shift on the twenty-fourth (24th) of December shall receive an additional ~~four (4) hours~~ **one-half (1/2) day with pay** or time in lieu of the ~~four (4) hours~~, concurrent with the provisions of Clause 117.08.

406.02 When the twenty-fourth (24th) of December occurs on the day off of an employee and such holiday is not worked by the employee, the employee shall receive one-half (1/2) day with pay or time in lieu of the ~~four (4) hours~~, concurrent with the provisions of Clause 117.08.

506 December 24th

506.01 Office employees may at the option of management be given a one-half (1/2) day with pay on the twenty-fourth (24th) of December. Those employees required to work more than one-half (1/2) of a regular shift on the twenty-fourth (24th) of December shall receive an additional one-half (1/2) day with pay or time in lieu (**equal to one-half (1/2) day or of the four (4) hours, whichever is greater**), concurrent with the provisions of Clause 117.109.

506.02 When the twenty-fourth (24th) of December occurs on the day off of an employee and such holiday is not worked by the employee, the employee shall receive an additional one-half (1/2) day with pay or time in lieu (**equal to one-half (1/2) day or of the four (4) hours, whichever is greater**), concurrent with the provisions of Clause 117.109.

Appendix "A" – MAINTENANCE WORK AREA – JOB FUNCTIONS

JOB FUNCTION	JOB CODE*	WORKING TITLE	CLASS TITLE (SAME AS WORKING TITLE IF BLANK)
1	03205	Apprentice (Auto Body Technician)	
2	03215	Apprentice (Automotive Service Technician)	
3	03234	Apprentice (Electro-Mechanic LRT)	
4	03214	Apprentice (Heavy Equipment Technician (HET))	
5	03351	Apprentice (Truck & Transport Technician)	
6	03223	Apprentice (Machinist)	
7	03211	Apprentice (Parts Technician)	
8	03230	Apprentice (Welder)	

JOB FUNCTION	JOB CODE*	WORKING TITLE	CLASS TITLE (SAME AS WORKING TITLE IF BLANK)
9	01797	Assistant Road Master	MSS 8
10	01785	Auto Body Service Person	MSS 5
11	01719 01774	<u>Cleaning Services Group</u> Garage Cleaner Shop Cleaner	MSS 3 MSS 3
12	02410	Equipment Maintainer	
13	01768	Equipment Operator	MSS 7
14		Fleet Maintenance Group	
14 a)	01714	Preventative Maintenance Person Preventative Maintenance Person - FSD	MSS 5 MSS 5
14 b)	01792 01782 01775	Service Lane Attendant Service Lane Dispatcher Farebox Handler	MSS 3 MSS 4 MSS 4
14 c)	01713	Fleet Attendant	MSS 4
15	03352	Journey person 1 (Auto Body Technician)	
16	03367 03377	Journey person 1 (Automotive Service Technician) Journey person 1 (Automotive Service Technician) Field Service	
17	03413	Journey person 1 (Electro-Mechanic LRT)	
18	03376	Journey person 1 (Heavy Equipment Technician) HET	
19	03378	Journey person 1 (Heavy Equipment Technician – Auxiliary Technician)	
20	03349	Journey person 1 (Truck & Transport Technician)	
21	03417	Journey person 1 (Machinist)	
22	03398	Journey person 1 (Millwright)	
23	03423	Journey person 1 (Painter)	
24	03498	Journey person 1 (Parts Technician)	
25	03368	Journey person 1 (Pipefitter)	
26	03360	Journey person 1 Plumber/Gasfitter	
27	03402	Journey person 1 (Welder)	
28	03356	Journey person 2 (Auto Body Technician)	
29	03366	Journey person 2 (Automotive Service Technician)	
30	03411	Journey person 2 (Electro-Mechanic LRT)	
31	03371	Journey person 2 (Heavy Equipment Technician) (HET)	
32	03350	Journey person 2 (Truck & Transport Technician)	
33	03418	Journey person 2 (Machinist)	
34	03422	Journey person 2 (Painter)	
35	03497	Journey person 2 (Parts Technician)	
36	01787	Lead Hand Labourer/Custodian	MSS 5
37	01788	Lead Hand Fleet Attendant	MSS 5
38	01765	Lead Hand Preventative Maintenance Person - LRV	MSS 7

JOB FUNCTION	JOB CODE*	WORKING TITLE	CLASS TITLE (SAME AS WORKING TITLE IF BLANK)
39	01772	Lead Hand Fleet Services LRV	MSS 8
40	01716	Lead Hand Maintenance Labourer	MSS 7
41	01769	Lead Hand Preventative Maintenance Person	MSS 6
42	01779	Lead Hand Service Lane Attendant	MSS 5
43	01794	Lead Hand Service Lane Attendant – LRV	MSS 6
44	01796	Lead Hand Tire Repair Person	MSS 8
		<u>LRV Maintenance Group</u>	
45 a)	01880	Senior LRV- PMP Wheel Truing Attendant	MSS 8
45 b)	01795	Preventative Maintenance Person – LRV	MSS 6
45 c)	01781	Service lane Attendant-LRV	MSS 4
46	01695	Mail Courier	MSS 4
		<u>Outside Maintenance Group</u>	
47	01711	Station Cleaner	MSS 2
	01780	Maintenance Labourer	MSS 3
	01790	Senior Maintenance Labourer	MSS 5
	01776	Outside Maintenance Labourer/Custodian	MSS 3
48	02690	Plant Maintainer 1	
49	02665	Plant Maintainer 2	
50	03631	Technical Assistant	
		<u>Tire Repair Group</u>	
51	01791	Tire Repair Person	MSS 5
	01766	Senior Tire Repair Person	MSS 6
52	01718	Tool Room Attendant	MSS 2
53	01715	Track Maintainer	MSS 6
54	01784	Trackman person	MSS 4
55	01767	Track Welder	MSS 7
56	03414	Trainee Electro Mechanic	
57	01717	Upholsterer	MSS 8

APPENDIX "B" – OFFICE WORK AREA – JOB FUNCTIONS

JOB FUNCTION	JOB CODE *	WORKING TITLE	CLASS TITLE	PAY GRADE
1	03601	Receptionist	Receptionist-AT	003
2	03645	Administrative Assistant	Secretary 6- AT (40)	006
	03603	Administrative Assistant- SD/TP	Secretary 5-AT	005
	03603	Administrative Assistant- Operations	Secretary 5-AT	005
	03603	Administrative Assistant – Protect	Secretary 5-AT	005
3	03674	Secretary, Training	Secretary 4-AT (40)	004
	03602	Administrative Assistant	Secretary 4-AT	004

4	03647	Administrative Assistant – Safety	Secretary 6-AT	006
5	03604	Administrative Assistant – Infrastructure	Secretary 6-AT	006
	03604	Administrative Assistant – Managers	Secretary 6-AT	006
	03604	Transit Fleet Administrative Assistant- Managers	Secretary 6-AT	006
6	03632	Cash Processor	Cash Processor-AT (40)	005
7	03676	Sr Data Analyst	Sr Data Analyst- AT	009
8	03672	Employee Records Administrator	Employee Records Clerk-AT	
9	03609	Information Distribution Clerk	Vendor/Information Clerk-AT	005
	03609	Vendor Clerk	Vendor/Information Clerk-AT	005
10	03621	Data Management Administrator	Inventory Systems Analyst-AT	006
11	03641	Service Advisor	Service Advisor-AT (40)	007
12	03634	Supervisor CT Customer Service Centre	Supervisor CT Customer Service-AT	008
13	03633	Sr. Cash Processor	Sr Cash Processor-AT (40)	006
14	03616	Customer Service Specialist	Customer Service Report Coordinator 8-AT	008
15	03624	Employment Analyst	Employment Analyst- AT	008
16	03625	Rental & Hired Fleet Agent	Rental & Hired Fleet Agent-AT	007
17	03617	Buyer, Field Operations	Buyer Field Operations-AT	009
18	03618	Transit Scheduler	Transit Scheduler-AT	009
	03618	Access Calgary Scheduler	Transit Scheduler-AT	009
19	03627	Web Site Developer	Web Site Designer-AT	008
20	03635	Transit Data Collector	Transit Data Collector-AT	004
21	03638	Passenger Agent	Passenger Agent-AT	005
22	03607	Customer Service Agent	Customer Service Clerk-AT	004
	03607	Lost Property Clerk	Customer Service Clerk-AT	004
23	03608	Customer Service Representative	Customer Service Rep-AT	006
24	03613	Call Centre Representative	Call Centre Rep-AT	006
25	03611	Garage Clerk	Garage Clerk-AT(40)	004

26	03610	Assistant Transit Scheduler	Assistant Transit Scheduler-AT	004
27	03646	Supply Functional Analyst	Supply Functional Analyst-AT	008
28	03629	Technical Advisor	Technical Advisor-AT	011
29	03642	Fleet Acquisition Specialist	Specialist, Fleet Acquisition(40)	010
30	03606	LRV Maintenance Control Clerk	Maintenance Control Clerk-AT	005
	03606	Maintenance Control Clerk	Maintenance Control Clerk-AT	005
31	03637	Training Administrator	Training Administrator-AT	006
32	03636	Community Liaison	Community Liaison-AT	007
33	03628	Equipment Maintenance Technician	Equipment Maintenance Technician-AT	008
34	03644	Revenue Programs Administrator	Revenue Programs Administrator – AT	008
35	03671	Wellness Coach	Wellness Coach-AT	010
36	03675	Maintenance Administration Clerk	Maintenance Admin Clerk-AT(40)	004
37	03650	Operations Controller – BUS	Controller BUS 10-AT	010
38	03648	Operations Controller – LRT	Controller LRT 10-AT	010
39	03649	Operations Controller – CTA	Controller CTA 10-AT	010
40	03651	Dispatcher Dispatcher – CTA	Dispatcher 10-AT	010
41	03681	Operations Supervisor	Operations Supervisor 12-AT	012

550 SECTION E – PART-TIME OFFICE EMPLOYEES WORKING CONDITIONS

111.04 A temporary part-time employee shall be one who is not a permanent part-time or a probationary part-time employee as defined above. A temporary part-time employee who successfully competes for an established part-time position shall be moved into the position as a probationary part-time employee.

A temporary part-time employee who is scheduled an average twenty (20) hours or more per week for a consecutive twenty-four (24) month period in an established Job Function in the Office work area shall be provided a provisional part-time position and be considered a permanent employee. This average is determined over each six (6) week period beginning with the start date in the Job Function.

Part-time employees working on an on-call basis are temporary part-time employees. All on-call employees hired after ~~October 2nd, 2014~~ **December 31, 2019** must be available for work on Saturdays and Sundays.

700 SECTION G - COMMUNITY SHUTTLE OPERATORS WORKING CONDITIONS

It is agreed between the parties that The City of Calgary shall operate a Community Shuttle service under the following terms provided that the operating costs remain competitive within the Calgary market.

Community Shuttle services may be incorporated where there is/are:

- a) road network or community design constraints;
- b) insufficient ridership to warrant regular transit service. When ridership is greater than Community Shuttle bus capacity, the service will be converted to regular bus operation.

With the exception of service described above, where existing regular transit service will be reduced, terminated or supplemented through the introduction of Community Shuttle service; conversions to Community Shuttle service shall be limited to the following:

- (i) for the 1998 calendar year, three (3) conversions plus one and one-half percent (1 1/2%) percent of total platform hours operated in the previous calendar year;
- (ii) for the 1999 calendar year and thereafter, three (3) conversions (maximum 7,400 hours) plus one and one-half percent (1 1/2%) of total platform hours operated in the previous calendar year.

The City shall provide the Union with total platform hours operated in the previous calendar year.

Community Shuttle service in excess of that described above will be implemented by mutual agreement of the parties. Management reserves the right to implement and delete Community Shuttle services.

All matters relative to Community Shuttle Operators and their working conditions will be contained in this Section and those Articles of the Agreement so designated hereinafter.

100 General

101 Term of Agreement

102 Classification and Pay Plans

103 Discrimination

104 Pay Days

105 Check Off

The provisions of Articles 100, 101, 102, 103, 104 and 105 of this Agreement affect all employees covered by this Section.

106 Discipline and Dismissals

107 Grievances

108 Decisions of Arbitration Boards

109 Personal File

110 Termination and Lay Off

The provisions of Articles 106, 107, 108, 109 and 110 of this Agreement affect all employees covered by this Section.

111 Permanent, Probationary, and Casual (On-Call) Employees

111.01 ~~A part-time permanent full-time~~ employee shall be one who works a minimum of **thirty-seven and one-half (37.5) hours per week** ~~less than seventy-five (75) hours bi-weekly.~~

111.02 A permanent part-time employee shall be one who **works a minimum of twenty-two and one-half (22.5) hours per week** ~~occupies an established part-time position, has successfully completed a probationary period in The City Service and who had worked 20 hours per week or more in the previous benefit qualification period.~~ (See clause 201.04 – 700 section for listing of qualification periods).

111.03 A permanent employee shall be one who occupies an established position, and has successfully completed a probationary period in The City Service ~~A permanent employee whose hours fell below 20 hours per week in the previous benefit qualification period, will be classified as a temporary part-time employee. Should the employee subsequently return to working 20 hours per week or more over the duration of a benefit qualification period, the employee will again be classified as a permanent employee without having to re-serve a probationary period.~~

111.04 A probationary ~~part-time~~ employee shall be one who ~~worked 20 hours per week or more in the previous benefit qualification period,~~ occupies an established ~~part-time~~ position, but has not completed a probationary period in The City Service.

The probationary period for Community Shuttle Operators employees shall be 1950 hours worked.

A probationary period may be extended for up to 975 hours with written notification sent to the Union office addressed to the President/Business Agent.

Management may conduct up to three (3) probationary status reports during the probationary period.

111.05 A casual (on-call) employee shall be one who is not a permanent or a probationary employee as defined above and does not occupy an established position. Casual (on-call Community Shuttle Operators) shall work on an intermittent and occasional basis when available and, as required by management.

All Casual (On-Call) Community Shuttle Operators must provide availability to Dispatch weekly. This availability can be up to seven (7) days, but must be at least two (2) days per week, and include any two days of Thursday, Friday, Saturday and/or Sunday. All Casual (On-Call) Community Shuttle Operators hired before 2012 January 1 will be legaced with no above-mentioned restrictions.

~~111.05~~ A probationary employee whose hours fell below 20 hours per week in the previous benefit qualification period will be classified as a temporary part-time employee. Should the employee subsequently return to working 20 hours per week or more over the duration of a benefit qualification period, the employee will again be classified as a probationary employee. Regardless of whether the employee is classified as a temporary part-time employee or a probationary employee, hours will continue to accrue toward the probationary period.

~~111.06~~ A temporary part-time employee shall be one who is not a permanent part-time or a probationary part-time employee as defined above. A temporary part-time employee who is appointed to an established part-time position shall be moved into the position as a probationary part-time employee. For the purpose of serving a probationary period, the probationary period for temporary employees shall be 1950 hours worked. A probationary period may be extended for up to 975 hours, with written notification sent to the union office addressed to the President/Business Agent. Management may conduct up to three (3) probationary status reviews during the probationary period.

~~Part-time employees working on an on-call basis are temporary part-time employees.~~

112 Movement of Personnel

Only the provisions of Clauses 112.01, 112.02, **112.03**, 112.04, **112.05**, **112.08**, **112.09**, **112.10**, 112.11, 112.12, **112.13**, 112.15 and **112.16** of this Agreement affect all employees covered by this Section.

112.06 Seniority for Community Shuttle Operators shall be based upon the date of last hire into the **Community shuttle position**.

112.14 Probationary or Temporary Community Shuttle Operators who are selected as Transit Operator Trainees will not be removed from their base position until successful completion of the Transit Operator Training Program. Upon successful completion of training, employees will be placed in an established Transit Operator position, on probationary status, with no reversion rights.

In the event the employee is unsuccessful in the training program he/she will resume their original Community Shuttle position, with no loss or adjustment of seniority. Probationary or Temporary Community Shuttle Operators may elect to discontinue training and resume their Community Shuttle position.

Permanent Community Shuttle Operators who are selected as Transit Operator Trainees will continue to retain seniority in their base position as Community Shuttle Operators for a period not to exceed six (6) months inclusive of the training period. The assessment period for these Operators will be six (6)

months inclusive of the training period.

In the event an employee is unsuccessful in the training program, they will resume their original Community Shuttle position, with no loss or adjustment of seniority. Permanent Community Shuttle Operators may elect to discontinue Transit Operator training and resume their Community Shuttle position.

During the training period, employees will be paid according to Clause 205.01 of the Collective Agreement or their base rate, whichever is higher.

Any employees reverting back to the position of Community Shuttle Operator from the positions of Transit Operator Trainee or Transit Operator shall not be permitted to reapply for a period of one (1) year from the date of reversion.

113 Re-Engagement of Former Employees

The provisions of Article 113 of this Agreement affect all employees covered by this Section.

114 Loaning of Employees

The provisions of Article 114 of this Agreement affect all employees covered by this Section.

115 Leave of Absence

The provisions of Article 115 of this Agreement affect all employees covered by this Section.

116.01 All employees hired, rehired or transferring into the ATU Jurisdiction effective [DATE] shall be entitled to a pro-rated vacation entitlement for their first Calendar Year of Service.

116.02 In order to establish a standard January 1 vacation credit date, following receipt of the first year's pro-rated entitlement after [DATE] as referenced in 116.01, an employee's vacation base date shall be established as January 1 of the year in which they were initially hired or rehired. All subsequent vacation entitlements shall be determined by the provisions of 116.03.

116.03 Vacation entitlement for employees is as follows:

All permanent employees covered by this section shall receive vacation with pay based on the employee's regular hourly schedule or actual hours worked, whichever is greater at appropriate rate:

	Annual Vacation Entitlement					
	After 1 year	After 2 years	After 8 years	After 17 years	After 25 years	After 30 years
All ATU 583 Employees	2 weeks	3 weeks	4 weeks	5 weeks	6 weeks	7 weeks

116.04 If an employee is terminated and proper notice given, the employee shall be entitled to vacation pay on the following pro-rata calculations:

2 weeks entitlement	4%
3 weeks entitlement	6%
4 weeks entitlement	8%
5 weeks entitlement	10%
6 weeks entitlement	12%
7 weeks entitlement	14%

Vacation pay shall be calculated to include all premiums with the exception of overtime normally received by an employee if worked.

116.05 Permanent employees covered by this Agreement shall be permitted to bank vacation up to a maximum of 320 hours as long as the annual minimum required vacation time is taken.

116.06 Senior employees shall be given preference and choice as to when annual vacation shall be taken.

116.07 Employees able to select vacation in a restricted vacation period shall be limited to a maximum of three (3) weeks of their vacation entitlement and they shall only select vacation in one (1) restricted vacation period.

For members of the Operations Work Area, the three (3) weeks of vacation selected in restricted periods may be taken in one (1) or more restricted period.

The restricted vacation periods are as follows:

- a) the last two (2) weeks in June, the months of July and August, and the first two (2) weeks in September;
- b) the Christmas and New Year's vacation period;

116.08 January 1 vacation base date for casual CSO employees and payout of the vacation no later than pay period 3, or all casual CSO employees receive vacation payout in percentage dollars added to each pay as outlined below.

Year 1 – 4%

Year 2 through 7 – 6%

Year 8 through 16 – 8%

Year 17 and beyond – 10%

Year 25 through 29 – 12%

Year 30 and beyond – 14%

117 Statutory Holidays

117.01 The following shall be defined as legal holidays ~~for Community Shuttle Operators~~: New Year's Day, Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, National Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day and the twenty-sixth (26th) day of December. **All general holidays proclaimed by the City of Calgary and/or the Province of Alberta and/or the Government of Canada shall also be recognized as legal holidays, except when replacing the named holidays in which case the proclaimed Statutory Holiday only shall be recognized.**

For Casual Employees, pPayment for Statutory Holidays shall be in accordance with the provisions of the Employment Standards Code.

117.06 **Employees working on a Statutory Holiday which is their regular day to work, and where regular work goes on, shall be paid their normally scheduled straight time hours, plus time and one half (x1.5) for hours worked, plus single shift differential where applicable.**

The provisions of Articles 117.02, 117.03 and 117.05 of this Agreement affect all permanent and probationary employees covered by this Section.

119 Class One & Two License Medicals

120 Lost Articles

121 Service Pay

122 Accident Claims

123 Call-in for Complaints, Non-Chargeable Road Accidents etc.

124 Call-in to See City Doctor or Corporate Health Consultant or City-referred Health Care Practitioner

127 Witness and Jury Duty

128 Union Officers Rights

The provisions of Articles 119, 120, 121, 122, 123, 124, 127 and 128 of this Agreement affect all employees covered by this Section.

129 Transportation

129.01 All employees upon reaching the equivalent of fifteen (15) full-time days unbroken service and whose positions are covered under the jurisdiction of A.T.U. Local 583 shall receive Transit passes.

129.02
129.03
129.04
129.06

The provisions of Articles 129.02, 129.03, 129.04 and 129.06 of this Agreement affect all employees covered by this Section.

130 Occupational Health and Safety

131 Daylight Saving Time

132 Precedence of Clauses

The provisions of Articles 130, 131 and 132 of this Agreement affect all employees covered by this Section.

201 Working Hours

201.01 Employees occupying an established position are required and scheduled to work a minimum of **twenty-two and one-half (202.5)** hours or more per week.

201.02 Community Shuttle Operators shall only be paid for hours worked.

201.03 Community Shuttle Operators failing to report for duty at the scheduled time must notify the Duty Dispatcher by telephone. Failure to report as directed may be considered a refusal to work.

(a) Full-time Community Shuttle Operators may be required to report for an alternate shift.

(b) Part-time Community Shuttle Operators may be required to do alternate runs that fall within their pre-determined availability.

201.04 **Permanent and probationary Community Shuttle Operators in Fer** ~~those employees who are occupying an established positions as per Clause 201.01, these employees~~ will be eligible for all normal benefits under the jurisdiction of the Municipal Employees Benefit Association of Calgary (MEBAC) and will be subject to the provisions and conditions applicable to the members therein. ~~The entitlement for these benefits will become effective and be based on the average hours worked in the period of review reflected in the following table:~~

Period of review to establish average hours	Effective date of Benefit Eligibility
Pay Period 25 to Pay Period 06	Pay Period 08
Pay Period 07 to Pay Period 15	Pay Period 17
Pay Period 16 to Pay Period 24	Pay Period 26

~~Level of Benefit coverage will be determined from the following ranges of average hours worked in the review period identified above:~~

Average Hours worked per week	Benefit Daily/Weekly Max
Less than 20 hours	Not eligible
20 - 23.9	4 hrs daily / 20 hr weekly max
24 - 27.9	5 hrs daily / 25 hr weekly max

~~28—32.0~~
~~33 or more~~

~~6 hrs daily / 30 hr weekly max~~
~~7 hrs daily / 35 hr weekly max~~

Community Shuttle Operators occupying established positions shall be entitled to S&A benefits in accordance with the Municipal Employees Benefit Association of Calgary (MEBAC) agreement and their base schedule hours. Additional shifts picked up by employees are not eligible for S&A benefits should the employee become unable to work the shift(s) due to illness.

201.05 Except as provided in Clause 201.01, a working week for regularly signed-up full-time Community Shuttle Operators shall consist of a minimum of thirty-seven and one-half (37.5) hours per week. All full-time Community Shuttle Operators shall be a signed-up Community Shuttle Operators. No regularly signed-up Community Shuttle Operator on a regular assignment shall be scheduled to work more than five (5) days per week.

The number of full-time Community Shuttle Operators shall cover a minimum of 30% of the total Community Shuttle platform hours.

Community Shuttle Operators moving from part-time to full-time status are entitled to a reversion period lasting up to two (2) sign-ups or six (6) months, whichever is greater. During this reversion period, a full-time operator may revert to part-time status.

Operators who revert to part-time after being full-time, must wait two (2) subsequent sign-up periods following their reversion, to indicate their preference to move back to full-time in Community Shuttle. They may move back to full time when adequate full time hours are available inclusive of current full time operators.

Casual (On-Call) Community Shuttle Operators must first bid into part-time established positions prior to being considered for full-time established positions, which shall be based on their seniority.

When an established full-time Community Shuttle Operator position becomes available, the most senior part-time employee shall have rights to it based on seniority. Should the most senior part-time employee wish to remain part-time, the position will be offered to the next most senior employee until the position is filled.

201.06 Other than part-time signed up operators, except as provided in Clause 201.01, a working week for spare Community Shuttle Operators shall consist of working a minimum of three (3) days per week, or twenty-two and one-half (22.5) hours. Days off will be assigned in spareboard seniority by Dispatch. Operators will be required to contact Dispatch after 1730 hours on the day before the work.

Spare Community Shuttle Operators shall be guaranteed a minimum of twenty-two

and one-half (22.5) hours per week which will be reduced if the spare Community Shuttle Operator is absent for all or a part of the shift.

201.07 Regular Runs

Weekday shifts will be cut to a maximum of eight (8) hours and five (5) minutes pay hours.

203 Training Community Shuttle Operator Trainees

203.01 Operators who have been designated as mentors by management shall be paid fifty (\$0.50) cents per hour extra when training Community Shuttle Operator Trainees

205 Community Shuttle Operator Trainees

205.01 ~~Community Shuttle Operator Trainees shall receive payment for training time at the rate of fifty percent (50%) of the Community Shuttle Operator rate. Effective 2007 June 25, Community Shuttle Operator Trainees shall receive payment for training time at the rate of eighty-five percent (85%) of the Community Shuttle Operator rate or their current rate of pay, whichever is greater.~~

206 Community Shuttle Sign-Up

Community Shuttle Operators shall select their assignments on the posted Sign-up sheet or sign on the spare board in order of seniority, and for this purpose a revised seniority list shall be posted along with each new Sign-up sheet. An operator shall make his or her choice of assignments known to the Sign-up Clerk as per the Community Shuttle Selection Process. The City agrees to pay the full costs of one Union Representative at the Community Shuttle rate of pay, who shall be available to assist Operators in the Sign-up. The Union Representative shall be paid straight time to a maximum of 8 hours per day and overtime rates for any additional hours.

If a permanent Full-Time Operator fails to Sign-up, the designated sign-up representative shall make a choice for the Operator and the Operator shall work the selection so chosen until the next Sign-up.

Should any other operator fail to Sign-up or makes a choice, they will be placed on the spare board and all applicable rules shall apply.

212 Knowledge of Rule Book

Only the provisions of Clause 212.01 of this Agreement affect all employees covered by this Section.

214 Washrooms

214.01 **The provisions of Article 214 of this Agreement affect all employees covered by this Section. ~~The employer will make available a washroom availability list to all Operators at each sign on.~~**

215 Bus, Coach and Light Rail Vehicle Equipment

The provisions of Article 215 of this Agreement affect all employees covered by this Section.

216 Acting Exempt

216.01 While relieving in management exempt positions, employees shall be subject to the terms and conditions of employment applicable to the management exempt group.

Article 112.12 is not applicable to employees relieving in Exempt positions.

217 Uniforms and Clothing

217.01

217.02

217.03

217.04

217.06

217.07

217.08

219 Overtime

219.01 Overtime for signed up runs shall be paid at the rate of one and one-half times (x1 1/2) for hours worked in excess of ~~eight (8)~~ **seven and one-half (7.5) hours** daily, **or after 37.5 hours weekly.**

Overtime for spare Community Shuttle Operators shall be paid at the rate of one and one-half times (x1 ½) for hours worked in excess of eight (8) hours daily or 40 hours weekly.

219.02 **Except as provided in Clause 219.01, regularly signed-up full-time Community Shuttle Operators shall be paid overtime at the rate of one and one-half times (1 ½ x) for hours worked in excess of seven and one-half (7.5) hours**

per day or thirty-seven and one-half (37.5) hours per week. Regular working week shall be defined according to their signed-up assignment.

Spare Community Shuttle Operators shall be paid overtime at the rate of one and one-half (1 ½ x) for hours worked in excess of eight (8) hours per day or forty (40) hours per week.

219.03 Regularly signed-up full-time Community Shuttle Operators shall be paid at the rate of one and one-half times (1 ½ x) for work performed when called out on their day off. Day off shall be defined according to their signed-up assignment.

219.04 Where a relief is missed at a time point, one and one-half times (1 ½ x) shall be paid until the regularly signed-up full-time Community Shuttle Operator is relieved, provided the regularly signed-up full-time Community Shuttle Operator has notified Dispatch.

If the Operator due to be relieved is a Spare Operator, who does not have a run for the day, then the Operator will be paid one and one-half times (1 ½ x) until the Operator has been relieved at an established relief point with a minimum of thirty (30) minutes being paid. If no relief can be arranged, and operational needs require it, the Operator's work for the day will be changed to include the work the Operator is currently on.

If the missed relief is at the end of the Operator's work day, they will be paid one and one-half times (1 ½ x) until they are relieved.

223 Layoff and Recall

223.01 The order of layoff shall be in reverse seniority. When there is a reduction in the work force, casual employees will be reduced prior to a reduction in permanent and/or probationary positions.

223.02 Upon recall, laid off permanent and/or probationary Community Shuttle Operators, will be recalled in order of seniority to the position/shift type they left at the time of layoff and in accordance with clause 112.09 and 112.10.

800 SECTION H – ACCESSIBLE TRANSIT OPERATORS WORKING CONDITIONS

119.01 Class Four License & Medicals

The City will make available medical examinations for Class Four Licences for employees as required by provincial statute or as required by The City of Calgary. If the employee chooses to apply for a medical examination with The City's Consulting Physician and the medical examination cannot be provided by The City fourteen (14) calendar days prior to the expiration date of the licence, the employee is to contact their respective Supervisor to apprise of same. The employee will then be required to apply for the medical examination with their own personal physician prior to the expiration date of the licence for which The City will assume the costs up to a maximum of sixty

eighty dollars (~~\$8060.00~~) for such annual medicals. This will be remitted to the employee upon presentation of a paid certificate.

825 SECTION H – ACCESSIBLE TRANSIT OPERATORS WORKING CONDITIONS

213.01 Accessible Transit Operators failing to report for duty at the scheduled time must notify the Access Calgary Duty Dispatcher by telephone. If ordered by the Dispatcher to report at a later time by telephone, one-half (1/2) hours shall be paid for all such required reports. Spread time shall be computed from the time of the first ordered call-in.

If ordered by Dispatch to work or to appear for work, the Operator shall be guaranteed a minimum of five (5) hours pay for the day if work begins prior to 0800 hours or three (3) hours pay if reporting after 0800 hours.

Failure to report as directed ~~shall~~ may be considered a refusal to work.

850 SECTION H – 75 – HOUR (REGULAR) ACCESSIBLE TRANSIT OPERATORS

302.02 Operators failing to report for duty at the scheduled time must notify the Access Calgary Duty Dispatcher by telephone. If ordered by the Dispatcher to report at a later time by telephone, one-half (1/2) hour shall be paid for all such required reports. Spread time shall be computed from the time of the first ordered call-in.

If ordered by Access Calgary Dispatch to work or to appear for work, the Operator shall be guaranteed a minimum of five (5) hours pay for the day if work begins prior to 0800 hours or three (3) hours pay if reporting after 0800 hours.

Failure to report as directed ~~shall~~ may be considered a refusal to work.

875 SECTION H – 60-HOUR and 75-HOUR (SPARE) ACCESSIBLE TRANSIT OPERATORS

201.03 Accessible Transit Casual Operators failing to report for duty at the scheduled time must notify the Duty Dispatcher by telephone. Failure to report as directed ~~shall~~ may be considered a refusal to work.

LETTERS OF UNDERSTANDING (LOUs)

Letters of Understanding Renewal:

LOU# 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24

The parties agreed to the following NEW Letter of Understanding:

Re: 4-Day Workweek – Calgary Transit Service Vehicles Maintenance Area – 01/25/2024

The following provisions apply to those employees assigned to work in the Maintenance Area within the Transit Service Vehicles Division (excluding Farebox Handlers-Job Function 14 b)). Where conflict or differences exist between the provisions of this Letter and provisions of the Collective Agreement, the specific provisions of this Letter shall prevail in respect of the aforementioned employees.

1. For a one-year trial, the regular hours of work shall be ten (10) hours per day in accordance with the posted shift schedule, averaging forty (40) hours per week over the complete cycle of a shift schedule rotation.
2. A sign-up will be required across all facilities.
3. As per Article 116, a week of vacation entitlement is equivalent to forty (40) hours of paid time off. For example, an employee with three (3) week's vacation is entitled to one hundred and twenty (120) hours of vacation.
4. When a Statutory Holiday falls on an eligible employee's day off, the employee will be entitled to lieu time as per Article 117.08.

When a Statutory Holiday falls during an employee's vacation the employee will be entitled to lieu time equivalent to the employee's regular shift (predominant scheduled hours)

5. As per Article 410, overtime shall be paid after ten (10) hours' work per day.

Either party to this agreement may provide the other party with thirty (30) days written notice indicating their intentions to terminate this revised work schedule, where upon the employees will revert to the previous shift schedule at the expiration of the notice or shortly thereafter where the shift schedules line up accordingly (i.e., the first applicable Monday). Signed this ___25___ day of January 2024.

This Letter shall renew at the end of the one-year trial until such time as it is discontinued.

FOR THE CORPORATION OF THE
CITY OF CALGARY

FOR LOCAL 583 OF THE
AMALGAMATED TRANSIT
UNION

Manager, Labour Relations

President/Business Agent

Date originally signed: January 25, 2024

The parties agree to add the following NEW Letter of Understanding:

Re: Temporary Shift Change Notice - Fleet & Inventory and Calgary Transit – Service Vehicles

The following provisions apply to Maintenance employees in Fleet & Inventory and Calgary Transit – Service Vehicles. Where conflict or differences exist between the provisions of this Letter and provisions of the Collective Agreement, the specific provisions of this letter shall prevail in respect of the aforementioned employees.

411 Temporary Shift Change Notice

411.01 Changes in shift shall be of a temporary nature only.

Employees who work a regularly scheduled shift of eight (8) hours per day or less, shall be given 24 hours written notice of a shift change and eight (8) hours rest between shifts. Employees who work a regularly scheduled shift greater than eight (8) hours per day, shall be given fourteen (14) calendar days written notice of a shift change except in the following circumstances:

- a) The employee, or the union on behalf of employee(s) requests the shift change;
- b) An accident has occurred;
- c) Urgent work is necessary; or
- d) Other unforeseen or unpreventable circumstances arise; ~~or~~
- e) **Last-minute opportunities for operator, technical training and alternative fuels training required for operations.**

Failure to give fourteen (14) calendar days written notice of a shift change, in circumstances not listed above, shall result in overtime being paid for any hours worked that exceed eight (8) hours in a workday that were not set out in the employee's regular work schedule, during the fourteen (14) day notice period.

Such changes shall be kept to a minimum in response to business needs.

Either party to this agreement may provide the other party with thirty (30) days written notice indicating their intentions to terminate this Letter of Understanding, where upon its termination, Clause 411.01 shall apply to employees in Fleet & Inventory and Calgary Transit-Service Vehicles.

Signed this 15 day of March 2024

FOR THE CORPORATION OF THE
CITY OF CALGARY

FOR LOCAL 583 OF THE
AMALGAMATED TRANSIT
UNION

Manager, Labour Relations

President/Business Agent

The parties agree to add the following NEW Letter of Understanding

Re: Operations Supervisor

The following provisions apply to those employees assigned to work in Operations Supervisor positions. Where conflict or differences exist between the provisions of this Letter and the provisions of the Collective Agreement, the specific provisions of this Letter shall prevail in respect to the aforementioned employees.

Job Function

For employees relieving in the above-mentioned position, their cumulative straight time worked in the applicable Job Function since the latest date of City hire will be credited as Job Function seniority for the purposes of Movement of Personnel considerations. The cumulative time will be tracked by the business unit and be made available to the employee upon request for use of Section E - Clause 501.01

Upon being permanently moved into the established position, the employee's Job Function seniority accumulated as relief, will be reset effective the date of transfer but the employee will be credited with the time spent in the pay step time as relief, towards the incremental steps in the permanent position as per clause 126.05.

Relief Assignments and Rate of Pay

Employees who occupied the Acting Exempt List shall have their relief rate of pay salary protected as per the Terms and Conditions that governed the movement of Operations Supervisor positions from Exempt to ATU Local 583 effective June 3, 2024.

Section A - Clause 126.01 shall apply to all other employees who perform relief work in the Operations Supervisor position to be paid the rate in the Pay Schedule where the employee is to be assigned the next higher rate of pay of the higher-level position or at least five percent (5%) of the relieving employee's current hourly rate whichever is greater up to the maximum (Step 5) of the applicable Pay Grade.

Salary incremental increases will be applied to employees who perform relief work based on the Office full-time equivalents as outlined in Pay notes 1 c).

In all cases, the relief assignments will be distributed as equitably as possible and shall be for a minimum of one (1) day.

Time worked in a different Job Function as Relief, will not be considered as a break in cumulative straight-time hours worked in their original Job Function

Movement of Office Personnel

Newly established positions or vacancies in the applicable positions shall be filled in accordance with Section A- Clause 112 and Section E - Clause 501 series, however on-call and Relief employees who are salary protected in the Job Function shall be given consideration after permanent employees in the Job Function followed by permanent employees outside the Job Function in the Work Area with final consideration to other employees.

Non-Standard Working Hours

Notwithstanding the scheduled shift schedules below, the two (2) fifteen (15) minutes paid rest breaks may be combined into one (1) thirty (30) minute break based on operational needs and scheduling Full-time employees will work the scheduled outlined shifts below. The shifts will be chosen in a quarterly sign- on, and the regular hours of work shall be:

- Eight and three-quarters (8.75) hours per day consisting of four (4) days each week with a lunch period without pay of at least one half-hour and two paid fifteen (15) minute rest breaks for a total of thirty-five (35) hours per week or a total of seventy (70) hours over a two-week cycle.

Relief employees

- Employees may work full and/or part weeks on an on-going, intermittent, and occasional basis based on operational needs and short-term backfilling requirements however no minimum weekly work hours shall be guaranteed. Nor will employees under this classification be eligible for accruing hours towards a standard day off under a rearranged workweek.
- Spare shifts shall be offered to Relief employees as equitably as possible. All spare shifts shall be a minimum of seven and one-half (7.5) hours per day with no weekly minimum guarantee. In the event an employee has worked time in their base position and is then called in for relief work, the employee will be paid a full shift at their relief rate.
- All relief shifts will be offered as equitably as possible among employees.

Overtime

In cases where a Relief employee works longer than their scheduled shift, overtime pay shall apply at the rate of double time (x2). If applicable, break entitlements shall be as per Clause 505.05.

If relieving on an employee's regular scheduled day off in their base position, another day off within the pay period will be provided in lieu, and the relief shift will not be considered overtime. If another day in lieu is not available or operationally feasible, the shift is subject to overtime as per Clause 505.01 in the respective 500 Section.

Stat Holidays

When a statutory holiday falls on an eligible employee's day off and such day is not worked by the employee, the employee shall be entitled to take a regular working day off in lieu of such holiday. They shall be paid their scheduled hours of work for their regular shift (predominately scheduled hours) prior to the statutory holiday at straight time. Such day off to be mutually agreed upon, between the employee and their supervisor, and shall be taken not later than the end of the subsequent year or it will be paid out.

Where a Statutory holiday falls on the Relief employee's regular day off based on their base position's work schedule, the statutory holiday will be paid at the employee's base rate and base position standard hours as per Article 117.

Uniforms and Clothing

All clothing and uniforms issued are to be used in the performance of the Operations Supervisor's duties with The City of Calgary. In accordance with Clause 217.02, all employees occupying the Operations Supervisor position shall be supplied the clothing issue and value as follows:

Item description	Quantity	Frequency	Points
Turban cloth	2	Yearly	5
Toque	1	Yearly	5
Winter Gloves	1	Yearly	10
Backpack	1	Every 5 years	15
Shirts (long sleeve, short sleeve) - Dark Blue	4	Yearly	10
5 in 1 jacket	1	Every 4 years	50
Sweater	1	Every 2 years	20
Trousers	3	Yearly	25
Socks	6 pairs	Yearly	5
Footwear	1	Yearly	40
Belt (Optional)	1	Every 2 years	15

Female clothing for some items are available upon request.

All clothing issued will become the sole property of the employees at the time of issue. Should an employee not complete that years' service they shall be required to repay The City the cost of the clothing pro-rated from the Fall Sign Up date.

Notes:

Should a Relief employee no longer remain on the Relief List, the provisions under this Letter of Understanding shall no longer apply to that employee.

Any party wishing to terminate this letter of understanding shall provide thirty (30) days' notice in writing to the other party of their intent to do so, however notwithstanding any notice as noticed above.

Signed this _____ day of _____, 2024.

**FOR THE CORPORATION OF
THE CITY OF CALGARY**

**FOR LOCAL 583 OF THE
AMALGAMATED TRANSIT UNION**

Manager, Labour Relations

President/Business Agent

The parties agree to add the following NEW Letter of Understanding and to number accordingly. The parties also agree to add the Controller and Dispatcher job to Appendix B of the collective agreement and assign Job Function codes #36 and #37 respectively.

Re: Operations Controller & Dispatcher

The following provisions apply to those employees assigned to work in any/all Operations Controller – BUS; Operations Controller – LRT; Operations Controller – CTA; Dispatcher positions. Where conflict or differences exist between the provisions of this Letter and the provisions of the Collective Agreement, the specific provisions of this Letter shall prevail in respect to the aforementioned employees.

Job Function

For employees relieving in any/all of the above-mentioned positions, their cumulative straight time worked in the applicable Job Function since the latest date of City hire, will be credited as Job Function seniority for the purposes of Movement of Personnel considerations. The cumulative time will be tracked by the business unit and be made available to the employee upon request for use of Section E - Clause 501.01

Upon being permanently moved into the established position, the employee's Job Function seniority accumulated as relief, will be reset effective the date of transfer but the employee will be credited with the time spent in the pay step time as relief, towards the incremental steps in the permanent position as per clause 126.05.

Relief Assignments and Rate of Pay

Employees who occupied the Acting Exempt List shall have their relief rate of pay salary protected as per the Terms and Conditions that governed the movement of the Controller and Dispatcher positions from Exempt to ATU Local 583 effective May 8, 2023.

Section A – Clause 126.01 shall apply to all other employees who perform relief work in the Controller and/or Dispatcher position(s) to be paid the rate in the Pay Schedule where the employee is to be assigned the next higher rate of pay of the higher-level position or at least five percent (5%) of the relieving employee's current hourly rate whichever is greater up to the maximum (Step 5) of the applicable Pay Grade.

In all cases, the relief assignments will be distributed as equitably as possible and shall be for a minimum of one (1) day.

Time worked in a different Job Function as Relief, will not be considered as a break in cumulative straight-time hours worked in their original Job Function.

Salary incremental increases will be applied to employees who perform relief work based on the Office full-time equivalents as outlined in Pay Note 1 c).

Movement of Office Personnel

Newly established positions or vacancies in the applicable positions shall be filled in accordance with Section A- Clause 112 and Section E - Clause 501 series however on-call and Relief employees who are salary protected in the Job Function shall be given consideration after permanent employees in the Job Function followed by permanent employees outside the Job Function in the Work Area with final consideration to other employees.

Non-Standard Working Hours

Notwithstanding the scheduled shift schedules below, the two (2) fifteen (15) minutes paid rest breaks may be combined into one (1) thirty (30) minute break based on operational needs and scheduling.

Operations Controller – BUS and Operations Controller – LRT

Full-time employees will have two different possible shift structures. The shifts will be chosen in a quarterly sign-on and the regular hours of work shall be either:

- Eight and three-quarters (8.75) hours per day consisting of four (4) days each week with a lunch period without pay of one half-hour and two paid fifteen (15) minute rest breaks, for a total of thirty-five (35) hours per week or a total of seventy (70) hours over a two-week cycle.
- Ten (10) hours per day consisting of alternating four (4) day and three (3) day per week schedule with a lunch period without pay of one half-hour and two paid fifteen (15) minute rest breaks for an average of seventy (70) hours over a two-week cycle.

Operations Controller – CTA

Full-time employees will work a RAWW schedule. The shifts will be chosen in a quarterly sign-on and the regular hours of work shall be:

- Seven and one-half (7.5) per day over a three (3) week period for an average of thirty-five (35) hours per week (RAWW schedule) with a lunch period without pay of one half-hour and two paid fifteen (15) minute rest breaks.

Dispatcher

Full-time employees' shifts will be chosen in a quarterly sign-on and the regular hours of work shall be:

- Eight and three-quarters (8.75) hours per day consisting of four (4) days each week with a lunch period without pay of one half-hour and two paid fifteen (15) minute rest breaks for a total of thirty-five (35) hours per week or a total of seventy (70) hours over a two-week cycle.

Dispatcher - CTA

Full-time employees will work a RAWW schedule. The shifts will be chosen in a quarterly sign-on and the regular hours of work shall be:

- Seven and one-half (7.5) per day over a three (3) week period for an average of thirty-five (35) hours per week (RAWW schedule) with a lunch period without pay of one half-hour and two paid fifteen (15) minute rest breaks.

Relief employees

- Employees may work full and/or part weeks on an on-going, intermittent, and occasional basis based on operational needs and short-term backfilling requirements however no

minimum weekly work hours shall be guaranteed. Nor will employees under this classification be eligible for accruing hours towards a standard day off under a rearranged workweek.

- All relief shifts will be offered as equitably as possible among employees.
- Spare shifts in Dispatch shall be offered to Relief employees as equitably as possible. All spare shifts shall be a minimum of seven and one-half (7.5) hours per day with no weekly minimum guarantee. In the event an employee has worked time in their base position and is then called in for relief work in any of the above-mentioned positions, the employee will be paid a full shift at their relief rate.

Overtime

In cases where a Relief employee works longer than their scheduled shift, overtime pay shall apply at the rate of double time (x2). If applicable, break entitlements shall be as per Clause 505.05.

If relieving in the above-mentioned position(s) on an employee's regular scheduled day off in their base position, another day off within the **pay period** will be provided in lieu, and the relief shift will not be considered overtime. If another day in lieu is not available or operationally feasible, the shift is subject to overtime as per Clause 505.01 in the respective 500 or 550 Sections.

Stat Holidays

When a statutory holiday falls on an eligible employee's day off and such day is not worked by the employee, the employee shall be entitled to take a regular working day off in lieu of such holiday. They shall be paid their scheduled hours of work for their last day worked preceding the statutory holiday at straight time. Such day off to be mutually agreed upon, between the employee and their supervisor, and shall be taken not later than the end of the subsequent year or it will be paid out.

Where a Statutory holiday falls on the Relief employee's regular day off based on their base position's work schedule, the statutory holiday will be paid at the employee's base rate and base position standard hours as per Article 117.

Uniforms and Clothing

All clothing and uniforms issued are to be used in the performance of the Controllers/Dispatchers' duties with The City of Calgary. In accordance with Clause 217.02 all permanent employees occupying the Operations Controller – BUS; Operations Controller- LRT; Operations Controller - CTA and/or Dispatcher positions, shall be supplied the clothing issue and value as follows:

Item description	Quantity	Frequency	Points
Turban cloth	2	Yearly	5
Toque	1	Yearly	5
Winter Gloves	1	Yearly	10
Backpack	1	Every 5 years	15
Shirts (long sleeve, short sleeve) – Dark Blue	4	Yearly	10
5 in 1 jacket	1	Every 4 years	50
Sweater	1	Every 2 years	20
Trousers	3	Yearly	25

Socks	6 pairs	Yearly	5
Footwear	1	Yearly	40
Belt (Optional)	1	Every 2 years	15

Female clothing for some items are available upon request.

Clothing opt-out process:

- Employees who permanently occupied a Controller or Dispatcher position as of May 8th, 2023 will be given the choice to permanently discontinue wearing their uniform effective immediately.
- These permanent employees may also choose to continue to wear the City issued clothing uniform but shall be given an annual opportunity to permanently opt out of wearing the uniform and forfeit the accompanying clothing points during Fall Sign Up.
- Once employees choose to opt out of wearing the uniform the decision is final and they will be expected to adhere to Calgary Transit’s office/business casual attire policy.

Notwithstanding the above, employees who permanently occupied a Controller or Dispatcher position after May 8th, 2023 and all Relief employees shall adhere to Calgary Transit’s office/business casual attire policy and the clothing issue and points listed above is not applicable.

All clothing issued will become the sole property of the employees at the time of issue and when an employee chooses to opt out, they shall be allowed to retain all clothing in their possession. Should a uniformed employee not complete that years’ service they shall be required to repay The City the cost of the clothing pro-rated from the Fall Sign Up date.

Notes:

Should a Relief employee no longer remain on the Relief List, the provisions under this Letter of Understanding shall no longer apply to that employee.

Any party wishing to terminate this letter of understanding shall provide thirty (30) days’ notice in writing to the other party of their intent to do so, however notwithstanding any notice as noticed above.

Signed this _____ day of _____, 2024.

**FOR THE CORPORATION OF
THE CITY OF CALGARY**

**FOR LOCAL 583 OF THE
AMALGAMATED TRANSIT
UNION**

Manager, Labour Relations

President/Business Agent

Date originally signed: 2023 November 24

The Parties agree to the following NEW Letter of Understanding:

Re: Extended Postings for Hard to Fill positions

The following provisions apply for hard-to-fill positions within the Transit Service Vehicles Division and Fleet & Inventory. Where conflict or differences exist between the provisions of this Letter and provisions of the Collective Agreement, the specific provisions of this Letter shall prevail in respect to hard-to-fill positions.

112 Movement of Personnel

112.01 Management reserves the right to determine if a vacant position is to be filled. Where it is determined that a vacant position will be filled, it shall be filled by employees within A.T.U. Local 583's bargaining unit where, in the opinion of management, such employees have the required qualifications and ability.

A copy of all postings shall be forwarded to the Union Office. The **hard-to-fill** vacancy shall be posted for at least seven (7) calendar days **and may be posted for up to twelve (12) months as part of an Extended Posting period**. The internal postings shall include the location, shift, and days off for the vacancy and successful internal candidate(s) will be moved into the position(s) within thirty (30) calendar days. Where it is more efficient, internal and external postings may be handled concurrently. **Where Management makes multiple selections of candidates over the Extended Posting period, it shall be in accordance with Article 401 with external candidates being offered and moved into remaining position(s).**

112.04 Promotions shall be based on education, training, experience and ability. Where these factors are judged to be relatively equal, seniority shall be the determining factor. Qualifications may not be established in a discriminatory manner.

112.05 A Job Function is a grouping of jobs as identified in Appendices "A" and "B". Job Function Time is defined as the current unbroken length of time in the Job Function. **However in cases where internal candidates are hired off an Extended Posting period, their Job Function Time shall commence the date they applied on the**

posted vacancy thus considered higher amongst the applicable cohort of external hires who may be in training for the position.

112.06 Seniority is defined as length of service in the Work Area. Work Areas shall be Operations, Maintenance and Office. However in cases specific to internal candidates hired off Extended Job postings, the employee's seniority shall commence the date of their application to the hard-to-fill vacancy and in accordance with the principles outlined under Attachment A.

This Letter of Understanding will be a trial specific to hard-to-fill positions and can be deleted with 30 days' notice by either party.

LETTERS OF INTENT (LOIs)

The parties agree to the following letters of intent below.

(All letters of intent to form part of the Memorandum of Settlement, but not part of the Collective Agreement)

Letter of Intent – AM/PM Choices for Spare Operators

During the term of this collective agreement, The City and ATU Local 583 agree to meet to explore how Spare Operators' work time (AM/PM) preferences, can be matched to available spare board work.

In response to feedback received from Operators desiring better work/life balance, both parties recognize the opportunity to enhance the employee experience and commit to discussing various models to see how Operator work time preferences can be considered in a fair manner that also meets operational demands.

Both parties agree to form a committee including ATU President, Manager of Transit Service Delivery, Manager of Transit Service Design and Coordinator of Dispatch, to review methodologies and parameters for a potential trial run exclusive to all Spare Operators.

This Letter of Intent shall form a part of the Memorandum of Settlement but not a part of the Collective Agreement.

Letter of Intent – Female Clothing Items

(To form part of the Memorandum of Settlement, but not part of the Collective Agreement)

This is to confirm that, during the term of this Collective Agreement between The City of Calgary and ATU 583, the parties will meet and leverage the applicable union-management committee to review the viability and details surrounding the offer and issuance of female clothing to all ATU members where uniform and/or clothing is referenced under their applicable Work Area.

Should any mutually agreeable changes be identified, such changes will be incorporated via a Letter of Understanding during the term of this Collective Agreement.

This Letter of Intent shall form part of the Memorandum of Settlement but a part of the Collective Agreement.

Letter of Intent – New Section for Jurisdictional Transfers

(To form part of the Memorandum of Settlement, but not part of the Collective Agreement)

This is to confirm that, during the term of this Collective Agreement between The City of Calgary and ATU 583, the parties will meet to assess the feasibility of introducing a new Work Area sub-section under Section E – Office where newly transferred Controller and Dispatcher, Field Supervisor positions may fall into.

The assessment may include establishing parameters that guide decision-making on any/all future jobs where working conditions and entitlements are unique and distinct from Operations, Maintenance and/or traditional Office. Other parameters may include such things as work interdependencies/workflow, career progression/movement of personnel etc.

Notwithstanding a new work area sub-section, all Terms & Conditions for positions and employees impacted by a jurisdictional transfer into ATU 583, will continue to be negotiated outside of collective bargaining and applied. Respective job function codes and applicable pay grades will continue to be determined under The City's established job evaluation and pay structure.

Should any mutually agreeable changes be identified, such changes will be incorporated via a Letter of Understanding during the term of this Collective Agreement.

Wages

- **3.0% increase 2024 January 1**
- **3.25% Increase 2024 December 30**
- **3.25% Increase 2025 December 29**

PART B – Outstanding Items

201.04 Management may amend runs where necessary provided prior consultation with the Union and forty-eight (48) hours' notice is given.

Amendment will be of a permanent nature only. Replacement work will be of a similar nature, including start and finish times, location of work and total hours. Operators may choose to go spare as a result of these changes.

Changes in bus service necessitated by planned events such as LRT construction and capital projects that impact the movement of trains (and not those associated with emergencies, weather impacts, etc.), may be of a temporary nature. These changes will be made to spare work where possible, and where impacts to signed-up work are required, Operators will have the opportunity to review changes to signed-up work through either a secondary sign-up or an initial sign-up that includes a dual sign-up should the change be necessitated. If a secondary sign up is required, it shall be completed no less than four (4) weeks prior to the change taking place.

203.01 Operators who have been designated as mentors by management shall be paid ~~one fifty (\$1.000-50) dollar cents~~ per hour extra when Training Accessible Transit Operator Trainees.

210.01 Spread Time for runs not completed within ten (10) hours of first report shall be paid the following premiums: *Effective the first day of the first pay period following ratification.*
~~Seventy cents One dollar (\$1.00 0.70) per day after ten (10) hours or one dollar and thirty and sixty cents (\$1.630) per day after eleven (11) hours.~~

301.03

c) Vacation based on actual hours worked or sixty (60) hours bi-weekly, whichever is greater at appropriate rate. ~~Coffee money prorated on sixty (60) hour guarantee.~~ Statutory Holiday pay shall be six (6) hours, however, if assigned a run and works the day before and the day after, an Operator on a sixty (60) hour bi-weekly guarantee shall receive seven and one-half (7 1/2) hours for the Statutory Holiday.

303.03 Spareboard Operators assigned a phone-in time (First Report) for the next day shall commence their twelve (12) hour spread, ~~thirty (30) minutes after~~ at the scheduled phone-in time. A minimum of one (1) hour will be allowed between the scheduled phone-in time and the start of the assigned work, unless the Operator agrees to or requests an earlier time. **Operators cannot be assigned another phone-in on the first report call.**

402.02 Apprentices required to attend trades school shall be paid on a guaranteed scale with a differential between each step according to the following formula:

Commencement of Period 1	65% of Journeyman 1 rate, step 3
After 6 months in Period 1	68% of Journeyman 1 rate, step 3
Commencement of Period 2	71% of Journeyman 1 rate, step 3
After 6 months in Period 2	75% of Journeyman 1 rate, step 3
Commencement of Period 3	80% of Journeyman 1 rate, step 3
After 6 months in Period 3	84% of Journeyman 1 rate, step 3
Commencement of Period 4	90% of Journeyman 1 rate, step 3
After 6 months in Period 4	95% of Journeyman 1 rate, step 3

Apprentices who require only three (3) complete periods, i.e., Auto Body Repairer, Welder and Partsman shall be paid on the basis of the percentages listed for Periods 2, 3, and 4.

In the event the employee's current hourly rate of pay is greater than the applicable apprenticeship hourly rate of pay, the employee's rate of pay shall be maintained until such time as the apprenticeship hourly rate of pay equals or exceeds the employee's current hourly rate of pay.

402.05 Apprentices shall be permitted to retain their rate of pay when transferring across from other classifications **in cases where the employees' current hourly rate of pay is greater than the applicable Apprenticeship hourly rate.** ~~at a rate no higher than the Maintenance Support Services Level 5.~~ When an employee enters a pre-Apprenticeship program the employee shall retain the employee's previous established base position rate at a rate no less than Maintenance Support Services Level 3 and no higher than Maintenance Support Services Level 5. When an employee formally enters the Apprenticeship program **their rate of pay shall be maintained until such time as the Apprenticeship hourly rate of pay equals or exceeds the employee's current hourly rate of pay. At such time, the employee shall then receive the applicable apprenticeship hourly rate of pay. In no case shall the employee's current rate of pay be maintained if it exceeds the applicable maximum, Apprenticeship rate of pay.** ~~the employee shall retain the employee's previous established base position rate at a rate no less than Maintenance Support Services Level 3 and no higher than Maintenance Support Services Level 5 until the Apprentice rate equals or surpasses the employee's frozen rate.~~ If there is no Apprenticeship position available when the employee completes the employee's pre-Apprenticeship the employee will return to the employee's former established base position and accompanying former rate of pay.

402.13 Reports concerning Apprentices will be submitted to management by Supervisors at regular intervals. Discussions of adverse reports will be held between management and the Apprentices with A.T.U. Local 583 being present at the time of such

discussions. Only one failure will be allowed per level. In addition, an Apprentice who wishes to withdraw from the Apprenticeship program may do so on their own accord. Apprentices who have more than one failure per level or more than two failures during the total program or voluntarily withdraw from the program will be required to return to their former Job Function, in accordance with Clauses 112.08 and 401.10.

The employer shall cover the cost of all required program textbooks and tuition. **Upon successful completion of the Apprenticeship program, Journeypersons shall be required to complete a return to work commitment, not to exceed the duration of time spent attending Provincial Apprenticeship Training. Failure to abide by the commitment (i.e., failure of course/exam, resignation) shall result in the employee reimbursing The City the pro-rated cost of the Apprenticeship (i.e., books, tuition).** ~~However, an Apprentice who voluntarily withdraws from, or fails a level of the program, shall be required to reimburse the employer for the cost of the required textbooks for that level.~~

If re-appointed to an apprenticeship, full credit will be given to subjects previously passed but only as recognized by the Trades Certification and Apprenticeship Board. All aspects of the Apprenticeship program, including requirements, difficulties and annual training at SAIT will be fully explained by management to all Apprentices at the time of signing of their official Apprenticeship contracts.

403.12 All permanent employees required to wear safety footwear shall be entitled to a safety footwear allowance to purchase CSA approved safety footwear in the amount of **two-hundred and fifty** ~~seventy-five~~ dollars (**\$250.00**~~75.00~~) every year.

All temporary employees required to wear safety footwear shall be entitled to a safety footwear allowance to purchase CSA approved safety footwear in the amount of one-hundred dollars (\$100.00) every year.

These payments will be processed no later than Pay Period 4 in the subsequent year.

410.01 ~~Effective 2010 February 15, all employees engaged for more than two (2) consecutive shifts on a straight shift, the major portion of which occurs between 3:00 p.m. and 12:00 midnight, shall receive ninety cents (\$0.90) per hour extra. Effective 2011 January 3.~~ **Effective the first day of the first pay period following ratification, all employees engaged for more than two (2) consecutive shifts on a straight shift, the major portion of which occurs between 3:00 p.m. and 8:00 am 12:00 midnight, shall receive one dollar and ten cents (\$1.10) per hour extra.**

~~Effective 2010 February 15, all employees engaged for more than two (2) consecutive shifts on a straight shift, the major portion of which occurs between 11:00 p.m. and 8:00a.m., shall receive ninety cents (\$0.90) per hour extra. Effective 2011 January 3, all employees engaged for more than two (2) consecutive shifts on a straight shift, the~~

major portion of which occurs between 11:00 p.m. and 8:00a.m., shall receive one dollar (\$1.00) per hour extra.

This shall apply to all Maintenance employees on either shift.

APPENDIX "A" – MAINTENANCE WORK AREA – JOB FUNCTION ADDITIONS

JOB FUNCTION	JOB CODE*	WORKING TITLE	CLASS TITLE (SAME AS WORKING TITLE IF BLANK)
TBD	TBD	Journey person 1 (Prepper) – F&I	
TBD	TBD	Journey person 1 (Refinisher) – F&I	
TBD	TBD	Journey person 1 (Repairer) – F&I	
15	03352	Journey person 1 (Auto Body Technician)	

Rates of pay:

	Recommended Pay Grade	Recommended Step 3 Hourly Rates
J1 Prepper – F&I	ATD-010	\$38.47
J1 Refinisher – F&I	ATD-016	\$45.46
J1 Repairer – F&I	ATD-016	\$45.46
J1 Technician	ATD-026	\$47.85

No current J1 Auto Body Technician will have their hours or wages reduced or will be redeployed as a result of the implementation of the new Autobody Prepper, Refinisher or Repairer positions.

500 Section E – OFFICE EMPLOYEES WORKING CONDITIONS

504.01 ~~Effective 2010 February 15, all Office employees working a regular shift, which commences after 1200 hours, shall be paid an additional ninety cents (\$0.90) per hour. Effective 2011 January 3, all~~ **Effective the first day of the first pay period following ratification, Office employees working a regular shift, the majority of which occurs between 1600 and 0800 hours, shall be paid an additional one dollar (\$1.100) per hour.**

511.01 All employees required to wear safety footwear shall be entitled to a safety footwear allowance to purchase CSA approved safety footwear in the amount of

~~seventy-five two hundred and fifty~~ dollars (\$~~250~~75.00) annually. These payments will be processed no later than Pay Period 4 in the subsequent year.

All temporary employees required to wear safety footwear shall be entitled to a safety footwear allowance to purchase CSA approved safety footwear in the amount of one-hundred dollars (\$100.00) every year.

550 Section F – PART-TIME OFFICE EMPLOYEES WORKING CONDITIONS

504 Shift Differential

504.01 ~~Effective 2010 February 15, all part-time employees working a regular shift of seven (7) or seven and one-half (7 1/2) hours which commences after 1200 hours shall be paid an additional ninety cents (\$0.90) per hour. Effective 2011 January 3, a~~All part-time Office employees working a regular shift of seven (7) or seven and one-half (7 1/2) hours, the majority of which occurs between 1600 and 0800 hours, shall be paid an additional one dollar and ten cents (\$1.10) per hour.

Increase coffee money to reflect loss of coffee breaks (Proposal 46 in Union documents)

603 Payment in Lieu of Coffee Breaks, Lunch and Rest Periods

603.01 **Effective [date of ratification], a**All Transit Operators shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to **eighty-five (85) ~~fifty (50)~~** hours straight time wages computed at the applicable rates in consideration of working hours outlined in Articles 201.01 and 201.02 and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

Effective January 1, 2026, all Transit Operators shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to one hundred and thirty (130) hours straight time wages computed in consideration of working hours outlined in Articles 201.01 and 201.02 and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

603.02 **Effective [date of ratification], a**All ~~75-hour~~ Regular Accessible Transit Operators shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to **eighty-five (85) ~~fifty (50)~~** hours straight time wages computed at the applicable rates in consideration of working hours outlined in Articles 201.01 and 201.02 and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe

used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

Effective January 1, 2026, all Regular Accessible Transit Operators shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to one hundred and thirty (130) hours straight time wages computed at the applicable rates in consideration of working hours outlined in Articles 201.01 and 201.02 and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

~~603.03~~ — All 60-hour Accessible Transit Operators shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to forty (40) hours straight time wages computed at the applicable rates and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

~~603.034~~ Concurrent with the time frame listed below, **Effective [date of ratification], all full-time Community Shuttle Operators as outlined in Article 201.05 of the 700 Section** shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to **eighty-five (85) fifty (50)** hours straight time wages computed at the applicable rates and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

Effective January 1, 2026, Concurrent with the time frame listed below, all full-time Community Shuttle Operators as outlined in Article 201.05 of the 700 Section shall receive, in lieu of coffee breaks, lunch and rest periods, an amount equivalent to **one-hundred and thirty (130) fifty (50)** hours straight time wages computed at the applicable rates and pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

603.04 For All Spare, Part-time and On-call Operators, payment in lieu of coffee breaks, lunch and rest periods will be paid based on actual hours worked in accordance with maximum allowable amount outlined in Articles 603.01, 603.02 and 603.03. At no time will a Spare, Part-time, or On-call Operator be paid less than fifty (50) hours straight time wages computed at

the applicable rates; however, the hours will be pro-rated according to the Operator's length of service in the calendar year in which the payment is made. The timeframe used to calculate the entitlement will be pay period 22 of the previous year to pay period 21 of the current year. Payment will occur in pay period 24.

PAY SCHEDULE

Title		Jan 1/24	Dec 30/24	Dec 29/25
02378 – Community Shuttle Operator	Step 1		26.59	27.45
	Step 2	27.34	28.23	29.14
	Step 3		29.92	30.89

***Upon ratification of the 2024-2026 Collective Agreement, every Community Shuttle Operator who has worked 1950 regular hours in the position will be placed at the current Step 3 pay rate. Those who have not yet worked 1950 hours will continue at the Step 2 pay rate until the 1950 hours are worked.**

NOTE: For pay prior to ratification, general increases will only be applied to the single pay step.

The outlined 250 Section for C-Train shows agreement for when all items outlined in LOI #5 are completed before next round of bargaining

LETTER OF INTENT # 5

(To form part of the Memorandum of Settlement, but not part of the Collective Agreement)

RE: Union Proposal #18 and City Proposal 32 – C-Train Changes Implementation

Management and ATU Local 583 will meet one (1) month after ratification of the 2024-2026 Collective Agreement to explore the implementation of C-Train changes that were outlined this round for the 250 Section and LOUs 13 and 25. To determine how changes would be implemented, further work is required between the parties for:

- Executing the open window for bidding/movement;
- Training and service requirements during this open window;
- Rotation requirements for employees in relief to maintain proficiency;
- Other outstanding items.

Once the work above is completed, communication and implementation plans will be put in place prior to March 2026 to take full effect prior to the end of the current Collective Agreement.

LETTER OF INTENT # 6

(To form part of the Memorandum of Settlement, but not part of the Collective Agreement)

RE: CoC Counterproposal to Union Proposal #14 – Article 202 Travel Time

This is to confirm that, during the term of this Collective Agreement between The City of Calgary and ATU 583, the parties will meet and leverage the schedules committee to review the current categorization, administration and allocation, pertaining to the payment of Travel Time under this Article. The first discussion shall occur within 90 days of ratification.

Should any mutually agreeable changes be identified, such changes will be incorporated via a Letter of Understanding during the term of this Collective Agreement.

ATU 583 proposal October 10, 2024
City Counterproposal Feb 18 2025

**LETTER OF UNDERSTANDING
BETWEEN
THE CITY OF CALGARY
AND
THE AMALGAMATED TRANSIT UNION, LOCAL 583**

**Re: Labour Management Committee for Transit Operator Workstation
Conditions**

The City of Calgary and Amalgamated Transit Union Local 583 agree to a joint labour management committee to address continued work on Transit Operator workstation conditions. The committee shall consist of Operations and Maintenance Work Area representatives from ATU Local 583, Calgary Transit and Human Resources.

Some of the ongoing risks/issues identified for discussion are:

- how ATU members of the committee are included, consulted and engaged in the Operator workstation;

- the risk of unpredictable interactions with the public and possible mitigation strategies;
- Operator comfort while using the restraint systems in the buses.

The parties will meet quarterly to review these concerns and work through methods to address these items through mutual interest. The Labour Management Committee may make recommendations on changes to the Collective Agreement. Changes to the Collective agreement can only be made by the Parties by mutual agreement.

First meeting will be held within two months of ratification of the 2024 to 2026 Collective Agreement and may be dissolved and responsibilities transferred to a pre-existing committee with ninety (90) days notice from either party.

Signed this _____ day of _____, 20 .

**FOR THE CORPORATION OF
THE CITY OF CALGARY**







**FOR LOCAL 583 OF THE
AMALGAMATED TRANSIT
UNION**

Manager, Labour Relations

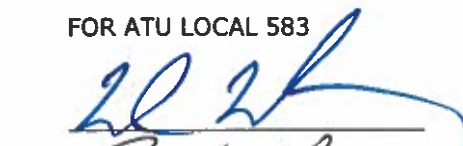




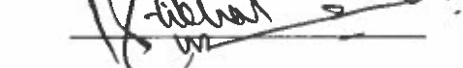
President/Business Agent

Signed the 4th day of March 2025

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR ATU LOCAL 583

To form part of the Collective Agreement

250 SECTION B - CTRAIN OPERATORS WORKING CONDITIONS

251.01

- g) 252.03 In the event of weekend (Saturday/Sunday/Statutory Holiday) temporary Track Closures, LRT construction or additional Capital work projects that impacts the movement of trains and results in work changes, Operators will be compensated as per their current sign-up hours of pay or actual hours worked, whichever is greater.

During these instances, consideration will be made to assign similar work for operators first by start and finish time, and then if feasible, consideration for start and finish location. All available spare work will be utilized to achieve this.

Operators may be assigned additional work outside of their Ctrain operations which would include Public Information reps or Fare Box work to ensure their guaranteed scheduled hours of work and similar hours can be achieved.