



Memorandum

Date: February 6, 2018
To: All ATU Staff
From: Ruth Strong, Senior Negotiator
Human Resources, Labour Relations
Finance and Corporate Services
780-496-2648, email - ruth.strong@edmonton.ca
RE: Recent Changes to LAPP

I am pleased to announce that ATU 569 and the City have reached an agreement related to pension on shift trades picked up.

Effective Pay Period 3 of 2018 we will implement a process where the employee and employer pension contributions will be deducted for shift trades picked up (STP). These deductions will be held in a separate pension "account" until the end of the year.

In alignment with T4 activity the City's pension team will review each ATU employee's pension contributions who do not have one full year of pensionable service. If the employee had shifts traded away (STS) codes the pension team will access the shift trade picked up (STP) pension account to offset the shifts traded away (STS) hours to a maximum of one year of pensionable service.

The shift trade pickup pension account cannot be used to offset other leave without pay codes (i.e. LWOP, SSO, SWO, etc).

If there are funds remaining in the shift trade picked up (STP) pension account after this reconciliation the employee's contribution will be reimbursed to them by February 28th of the next year (at the same time as T4's are produced each year).

Attached is a flow chart that might assist in understanding how this will work.