

# Letter of Understanding

Between:

The City of Edmonton  
("the City")

AND

Edmonton Police Service Senior Officers' Association  
("the Union")

**RE: National Day for Truth and Reconciliation**

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The Truth and Reconciliation Calls to Action recommend a national holiday to observe a day for Truth and Reconciliation. The federal government has declared September 30th that day, and it is only a statutory holiday for federal employees. On March 14, 2023, City Council declared September 30th a civic holiday under the *Municipal Governance Act* for the City of Edmonton.

The City of Edmonton and its Unions and employees desire to honour and acknowledge September 30th as the National Day for Truth and Reconciliation.

The undersigned parties agree to AMEND articles 8.01 as follows:

8.01 The following days shall be recognized as statutory holidays for the purpose of this Agreement:

- New Year's Day,
- Family Day,
- Good Friday,
- Easter Sunday,
- Victoria Day,
- Canada Day (July 1 and July 2 when July 1 is a Sunday),
- Civic Holiday,
- Labour Day,
- **National Day for Truth and Reconciliation,**
- Thanksgiving Day,
- Remembrance Day,
- Christmas Day,
- Boxing Day (December 26),
- and any other holiday which the City allows employees as a whole.

The parties agree that this LOU shall be effective immediately and be moved into the body of the next Collective Agreement.

SIGNED this 28th day of June, 2023

Original Signed

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City of Edmonton  
Kent Sorochuk, Senior Negotiator

Original Signed

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SOA  
Jonathan Coughlan, President