



**Edmonton's
Civic Service Union 52**
A Century of Service





Edmonton's Civic Service Union 52: A Century of Service is a publication of Civic Service Union 52 (CSU 52). It was produced by the CSU 52 History Committee with the assistance of the Alberta Labour History Institute (ALHI) as part of the celebration of the 100th Anniversary of the Union.

The short narratives in this book attempt to trace the birth, growth, setbacks and accomplishments that have shaped both CSU 52 and the City of Edmonton over the past century. The story they tell is not intended to provide a complete or authoritative history. They are a collection of 'memories' that we hope will promote an appreciation of the Union and its members, and the role they have played in building and running the City.

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Many thanks to the staff of the City of Edmonton Archives.

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The Alberta Labour History Institute (ALHI) is a province-wide society of trade unionists, academics, labour archivists, political activists and writers formed in 1999 and dedicated to preserving and telling the story of Alberta's working people and their organizations. Interested readers are encouraged to contact ALHI at:

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We are Edmonton's Inside Workers

Our Story is the Story of the City We Help to Run

For over a century, we have been doing the office work, the planning and administration, the surveys and inspections, the budgeting and accounting, the social and technical work, the ordering and purchasing and the hundreds of other jobs that were needed to keep this City, its telephones and utilities, its library and science centre, its transportation system, and its many departments running.

We have been at our jobs since this City was born, sometimes working behind closed doors, and at other times, meeting the people of Edmonton face-to-face. We have managed to bring some order and maintain standard of life when our City was booming, and we did our best to maintain programs and services through the 'busts'.

We have been able to do our work over the years because we love this City and have been proud to call it home. We know that the work we do has been instrumental in building and preserving the high quality of life we enjoy in Alberta's Capital City today.

We were able to do our work, as well, because we had the support of a strong Union. At 100 years of age, Civic Service Union 52 (CSU 52) is one of our City's oldest institutions, and we are proud to be its members. When you read our stories, you will understand why.

The story of our work and our Union's past have been so closely intertwined with the history of Edmonton that it is impossible to tell one without telling the other. Thousands of stories can be told about the past 100 years; the ones that we have captured in this 'memory book' are only a few. We hope you enjoy them.

More than that, we hope that you will see why members of CSU 52 stand so solidly behind their Union and the City they have helped to build.

Leslee Stout

Chair, CSU 52 History Committee

Members: Pat Power, Geordie Cardinal, Zonia Wuschenny, Lil Cook



This CSU 52 Centennial is a wonderful landmark in our history as a Union, and we have a lot to celebrate. Like all unions, we had some troubling times, but we worked through them, which is why we're still alive and strong after 100 years.

This is also a time to publicize the dedicated service our members have been providing to the City of Edmonton, as well as the Edmonton Public Library, the Space & Science Foundation, EPCOR and a few other agencies no longer in existence. It is a time to remind everyone that it is our members who make our City, its boards, foundations and companies work.

Our Union was formed just a few years after the City of Edmonton was born, and we have kept it running since then. Whether boom or bust, people expected services to be planned and delivered smoothly and efficiently. We did it in one of Canada's most volatile economies, and today, our members can stand up proudly because of it.

I have had the good fortune to be President of this Union for the last nine terms, and in this time I have come to truly appreciate the work done by our Union Executive and staff. During this Centennial celebration, we must recognize the service they provide to our members.

In solidarity,

Marion Leskiw
President



I'm pleased to congratulate all members and officers of Civic Service Union 52 on their 100th anniversary.

Your organization has built a strong legacy in Edmonton by demonstrating a commitment to excellence in public service since 1909. As one of the oldest civic unions in Alberta, you have worked to uphold the rights and interests of all members through contract negotiations, advocacy, education and social initiatives.

CSU 52 has also shown itself to be an organization dedicated to helping others. Your Benevolent Society has given back to the community by providing emergency assistance and financial support to members, their children, and many charitable and nonprofit organizations in our city.

I'd like to extend my appreciation to CSU 52 and especially to its 4,500 technical, professional, administrative and clerical workers for your ongoing service.

Yours truly,

Stephen Mandel
Mayor



Congratulations to all members of Civic Service Union 52 on your 100th Anniversary.

Throughout all these years, your members have ensured City of Edmonton services continue to reach citizens and build the community we call home.

CSU 52 has always been a strong support to employees and a champion for their futures. My colleagues in City management value the mutual respect and consensus-building approach that your leadership brings to our interactions.

Today's world is much different than it was in 1909 when CSU 52 was formed. As our business environment has evolved, your leaders have been proactive in working with the City to ensure qualifications and classifications are on target so that every member is in the right job and experiencing success and satisfaction.

On behalf of Senior Management Team, I commend the excellent work CSU 52 has accomplished over its 100 year history, and we look forward to the future.

Yours truly,

Al Maurer, P.Eng.
City Manager



On behalf EPCOR, I offer my congratulations to Civic Service Union 52 and its staff as they celebrate one hundred years of effective employee representation.

CSU 52 members are a fundamental part of EPCOR's spirit and success. Their dedication to excellence, professionalism and safety will continue to play a critical role in our future accomplishments.

EPCOR has enjoyed a respectful, constructive relationship with Civic Service Union 52, and we look forward to many more years of cooperation in our shared pursuit of excellence.

Sincerely,

Don Lowry
EPCOR President and CEO



It is with great pleasure that I extend my warmest greetings to everyone marking the 100th anniversary of Civic Service Union 52.

The staff and management of the Edmonton Public Library draw great strength from the success and longevity of your organization. From the time of CSU 52's founding, it has strived for excellence in advancing the interests and goals of its members. I would like to commend everyone in your organization for carrying out their responsibilities with integrity, expertise and professionalism.

I know I speak for everyone in the Edmonton Public Library community when I say how proud we are of our association with CSU 52, and we applaud you for your dedication and commitment to excellence. Have a wonderful centennial celebration, and best wishes for continued success in all of your endeavours.

Sincerely yours,

Linda C. Cook
Chief Executive Officer



On behalf of the Board of Directors and Foundation Members of the Edmonton Space & Science Foundation, and on behalf of the volunteers, staff and management of TELUS World of Science – Edmonton, congratulations to Civic Service Union 52 and all your members on your 100th Anniversary. This is a major achievement and a significant milestone for CSU 52. You and all CSU 52 members should be proud of this accomplishment.

The Edmonton Space & Science Foundation is pleased to have enjoyed a positive and productive relationship with CSU 52 for the 25 years we have been operating and wish you and CSU 52 continued success.

Sincerely,

George Smith
President & CEO



CSU 52 Executive Board 2009: (front l-r) Karen Miller, Recording Secretary; James Rockey, 2nd Vice-President; Marion Leskiw, President; Gary Iskiw, 1st Vice-President; Leo Derkach, Treasurer. (back l-r) Waldo Ponce, Epcor.; Judith Basisty, Edmonton Public Library; Randy Rogiani, Trustee; Donna Demyen, Trustee; Zonia Wuschenny, Chief Shop Steward; Graham Burridge, Trustee; Therese Doucet, City of Edmonton. Missing: Darren Chivers, Edmonton Space & Science Foundation.



CSU 52 History Committee members: (L to R) Georgie Cardinal, Leslee Stout (Chair), Zonia Wuschenny, Missing: Pat Power, Lil Cook.

What a joyful blessing it is to celebrate the 100th anniversary of Civic Service Union 52. It is an honor and a privilege to have this opportunity to reflect on some of the events that shaped the development of our Union. From the time we began in 1909, Shop Stewards have been a vital part of this organization.

CSU 52 has risen out of the mists of uncertainty. It has been nurtured by faith, vision and hope and will continue to grow and sink its roots deeply into Alberta and Canada.

**Zonia Wuschenny
CSU 52 Chief Shop Steward**

THE HISTORY OF CSU 52



The Edmonton Civic Service Association was formed in 1909 with the objective of representing clerical, technical and administrative employees of the City of Edmonton through negotiations, grievances, education and social functions.

Nine years later, on April 18, 1918, our Association, now known as the Edmonton Civic Service Union 52, was officially chartered as a member trade union of the Trades and Labour Congress of Canada. Signing officers at that time were J.J. Cormack, President; A.A. Campbell, Vice-President; A. Templeton, Recording Secretary; and A.B. Dobie, Secretary Treasurer.

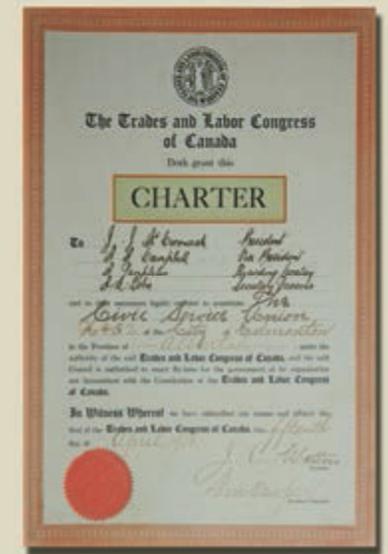
Thirty-seven years later, CSU 52 became one of the founding members of the National Union of Public Employees (NUPE), when it was organized in 1955 as a national body for civic and other public sector unions. At the time, CSU 52 had just over 1,000 members.

CSU 52 was still a member of the NUPE when it merged with the National Union of Public Service Employees in 1963 to form a new organization, the Canadian Union of Public Employees (CUPE). At that time, our Union had just over 1,400 members, and at a General Meeting in 1963, we voted to maintain the independent affiliation previously held with NUPE, when we became part of CUPE. With approximately 85,000 members, CUPE National was (and is still today) the largest labour organization in Canada.

In 1965, CUPE National hired Business Agents under the employment of the affiliates Canada-wide. The intent of this re-organization was that the membership would be better represented if the business affairs were coordinated by one national office in Ottawa. In 1969, due to a perceived decline in services provided by the National, CSU 52 restored its previous self-servicing structure and hired its own Business Agents and Legal Representation. Other large Unions in Canada made similar moves.

When our right to do so was challenged, we led a movement which resulted in Constitutional amendments passed at the CUPE National Convention in 1969 which explicitly recognized the need for the affiliates to hire local Business Agents. The improved representation of CSU 52 members was, in part, resolved and the independent affiliation was maintained.

Unfortunately, the arrangement was not enough to overcome other difficulties that our local was encountering with National officers and policies. On March 7, 1978, CSU 52 severed its affiliation with CUPE, also forfeiting its membership in the Alberta Federation of Labour and the Canadian Labour Congress. We have remained an independent Union since that time.



The history of this country has largely been created by the deeds of working people and their organizations...this has not been confined to raising wages and working conditions; it has been fundamental to almost every effort to extend and strengthen democracy.

William Cahn, historian

CSU 52 Goes it Alone

The period following the 1976 strike is one many CSU 52 members would like to forget. It is a story that must be told, as what happened in those years would shape our character as an independent union for many years to come.

The roll-back of wages following our 1976 strike left a bitter taste with CSU 52 members. Much was directed at the Canadian Union of Public Employees (CUPE), the largest union in Canada, with whom we had been affiliated since its formation.

Demands for independence preceded the strike by many years, and CSU 52 was not alone. Then CUPE president Grace Harman, the first woman president of a Canadian union, had to deal with a number of other self-servicing locals in Alberta and British Columbia that had formed a 'ginger group' to argue for a break in dues payments. She refused to deal with them as a collective, and would only see them one at a time.

This uneasy relationship became more rancorous after 1976, particularly when it became clear that the strike had accomplished nothing. Members felt that

part of the blame had to rest with the negotiators CUPE had supplied. In addition, the long-simmering dispute over affiliation fees came to a boil when the national body refused to provide any strike pay or benefits at the same time as it demanded that the Union continue to pay its dues.

Sentiment boiled over at a meeting on March 7, 1978 when members directed the Executive to move toward breakaway. On June 22, 1978, members at City Hall, the Library and the Board of Health decided for the final time, by a vote of 93%, to break ties with the National. This led to a lengthy legal battle with claims and counter-claims that have thankfully faded into the past.

Unfortunately, unhappiness with the National was also reflected in fractious infighting within the Union which continued long after the break, and which the media was happy to exploit. ("City Union torn by infighting among officials: 'Frivolous' spending blasted", Edmonton Journal, January 2, 1991). Since then, peace and stability have been restored, and CSU 52 can now look to a relatively peaceful and productive future.

In many ways, Alberta is a unique province. It's a province where it always seemed that the economy was a little stronger, and as long as that was the case, our members were happy. Once the economy starts to take a downturn, which seems to be the trend today, they see problems ahead. They're afraid because their jobs may be in jeopardy, things like that. That's when they rely on us, and the union really has to step up.

Gary Iskiw, 1st Vice-President



We are part of the labour movement

While CSU 52 has spent the last third of its life as an independent union, there is no doubt that its officers and members have always seen themselves as an important part of the broader labour movement within this City. Our union has certainly committed itself to upholding the aims and values of the labour movement in all its dealings with the City and other trade unions.

This can perhaps be seen most clearly in the persistent efforts of our Union to uphold what came to be known as a Fair Wage Clause for City Work. This refers to a resolution by City Council long before the founding of our Union, that the City would police any of its contractors to ensure that they were paying Union rates to all of their employees, whether unionized or not. The City's Commission Board would regularly check the payrolls of these contractors to ensure that this was the case. Where Union comparisons were not available, prevailing City rates would apply.

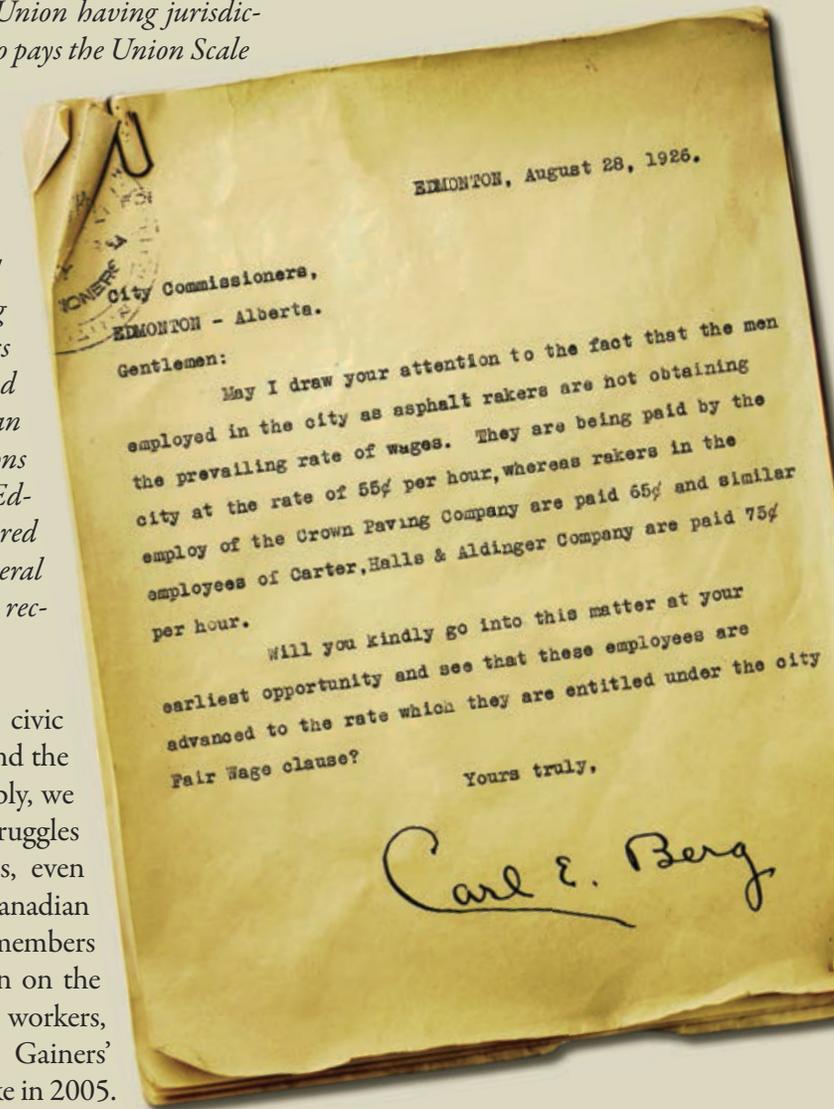
This policy was obviously important to maintaining our members' jobs and pay levels, but over the years, it fell victim to slow and steady erosion (*see right*). Our Union was a member of the Edmonton & District Labour Council (EDLC) in 1962, when it attempted to restore a strict Fair Wage Policy by submitting a resolution that would require the City Council, when calling for tenders, to incorporate the following into its specifications:

This contract will only be awarded to a bidder who

has signed agreements with the Union having jurisdiction in a particular trade and who pays the Union Scale of Wages. Or, where for any reason this is impracticable, a specification to the following effect:

This contract will only be awarded to a bidder who will pay wages and establish working conditions that shall be not less favorable, for each employee and for each class of employment, than the wages and working conditions established within the City of Edmonton through agreements entered into with the Edmonton General Contractors' Association or other recognized Trade Associations.

This was only one of many civic and labour issues taken on 'behind the scenes' by our Union. More visibly, we continued to support strikes, struggles and campaigns of other unions, even after we broke away from our Canadian Union in 1978. Officers and members of CSU 52 could always be seen on the picket lines supporting striking workers, whether during the infamous Gainers' strike in 1986 or in the Telus strike in 2005.





An action that will always be remembered took place in 2001, when employees at the new Shaw Conference Centre organized with the United Food & Commercial Workers Local 401. Given our Province's weak labour laws requiring the employer to bargain in good faith, they found that they had to go out on

strike to win a first collective agreement with the Edmonton Economic Development Authority, which operated the facility. CSU 52 was behind their organizing attempt from the beginning, and came to their assistance, together with other labour organizations, to help them win a first contract.

I remember my involvement with the pension residue, the surplus that was left over when the Local Authorities Pension Plan came into effect. We participated with two or three other unions in the city to reclaim it for the employees who had contributed. We took it to court, and while we were waiting for a decision, we came to an agreement and signed a deal. The next day, it was announced that one of the other court cases had gone against the employees. We made it under the deadline and our people all ended up receiving their money.

Jim Cox,
former Business Agent

Some recent labour disputes that CSU 52 helped to support were UFCW 401 members at the Shaw Convention Centre, Telecommunication Workers locked out by Telus and Canadian Media Guild members on strike against the CBC.

Federations and Coalitions

Throughout the past century, a majority of the members of CSU 52 worked for the City of Edmonton. Direct negotiations were carried on by a coalition of unions and the Edmonton Civic Employees Federation, which held ‘discussions’ with the City regarding new pay rates, terms and conditions. Outcomes were then allocated to each of the Unions.

In addition, individual unions would negotiate some of their own provisions. At times, CSU 52 would negotiate directly with managers, naming each of the individuals for whom it was requesting a pay raise.

The membership of the Federation would vary with changes in City operations and in the Unions representing its employees. As an example, a list of the members of the Edmonton Civic Employees Federation as of March 10, 1924 included the following:

- Civic Employees Federal Union Local No. 30.
- Civic Service Union 52.
- International Brotherhood of Steam Shovel & Dredgemen Local No. 55.
- City of Edmonton Policemen’s Association Local No. 74.
- Edmonton City Fire Fighters Union Local No. 209.
- Amalgamated Association of Street & Electric Railway Employees of America Local Division No. 569.
- International Association of Machinists Local No. 317.

- International Union of Steam & Operating Engineers Local No. 857.
- United Brotherhood of Carpenters and Joiners.

This all ended with the ‘professionalization’ of Edmonton’s Personnel Department in the 1950’s, which demanded a more direct relationship with each of the Unions. Consequently, CSU 52 took a more independent approach to bargaining.

In the early nineties, as unions across the Province began to feel the pinch of cutbacks, privatization and contracting-out, a number of leaders from Edmonton’s civic unions decided to form another organization, the Coalition of Edmonton Civic Unions (CECU). Joining CSU 52 President, Marion Leskiw were the presidents of ATU 569, the ETS bus drivers’ union; Edmonton’s firefighters; and CUPE 30, Edmonton’s outside workers.

The advantages of the Coalition were immediately evident. It became a vehicle through which Edmonton’s unions could coordinate their bargaining strategies with the City. Unions that were going to the table could gain maximum leverage from each others’ schedules, and no one Union would negotiate an agreement that could prove harmful to another union. It would also provide a forum through which Unions could meet to resolve disputes over membership.

Another objective of the old Federation was carried over by the Coalition; involvement in civic politics. A

Civic unions were facing tough times in the early 1990’s. So, one day, the four Presidents sat down for coffee across from City Hall (they were at a City Council meeting at the time) and said, “We need to band together, because we can’t fight this on our own. We’re much stronger as a group.” And that’s how the Coalition got started.
Dave Loken, CECU Coordinator

COALITION OF EDMONTON CIVIC UNIONS
 10540 - 108 STREET, EDMONTON, ALBERTA T5H 2Z9
 Telephone: (780) 448-8961

Dear Member

The Coalition of Edmonton Civic Unions (CECU) is comprised of four unions: Amalgamated Transit Union (ATU 569), Civic Service Union (CSU 52), Edmonton Fire Fighters Union (EFFU 209) and Canadian Union of Public Employees (CUPE 30). Together our unions represent over 10,000 members.

The Coalition is pleased to again be able to provide you with information on candidates for City Council in the upcoming civic election. We believe civic elections are an opportunity for our members to make a difference in ensuring our collective interests for the future. They are also an opportunity for us to voice our concerns.

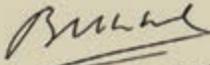
It is important that unions be strength and ability to service. The rights of unions are affected labour.

In addition, politics affects taxpayers and citizens in our whom we elect.

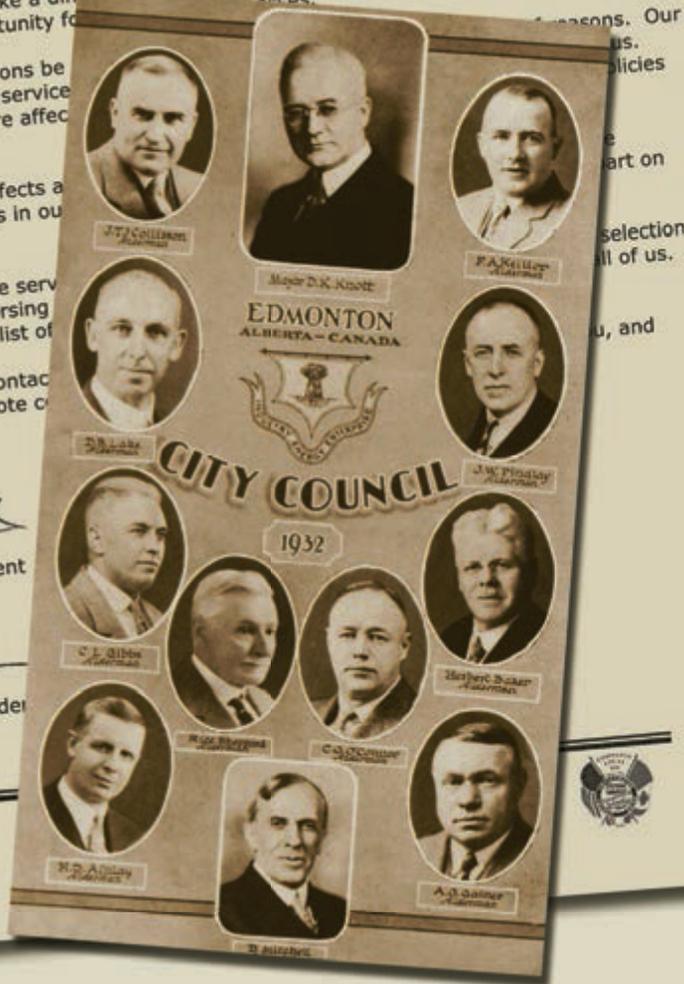
We hope this package serves. The Coalition is endorsing. We have attached a list of

Please feel free to contact please make your vote

In Solidarity,


 Bill Chahal, President
 ATU 569


 Dennis Mol, President
 CUPE 30



coalition of unions could be much more influential in lobbying Councilors and officials than an individual union. They could also be much more effective at election time.

Together, the civic unions mustered the resources they needed to fund a Coalition Office and a Director to work full-time to monitor City Council, form an ongoing relationship with Councilors and staff, and deal directly with management when issues of common concern arose. Through the Coalition, CSU 52 and its sister civic unions could also engage in campaigns whenever issues arose, such as the movement of City Council to privatize EdTel in 1995, or the more recent sale of the Gold Bar Waste Treatment Plant to EPCOR.

The coalition would put their collective strength behind Edmonton unions that were facing a tough fight, whether or not they belonged to CECU. In 2002, newly-unionized staff at the Shaw Conference Centre found themselves facing an employer, the Edmonton Economic Development Authority, which seemed determined to avoid a first collective agreement. With the backing of the CECU, as well as other trade unions, the small unit of UFCW 401 managed to outlast the Authority. A Memorandum of Agreement was signed one day in advance of the Grey Cup Game in Edmonton, and the Coalition gained another new member Union.

City Hall: Headquarters for City and Union

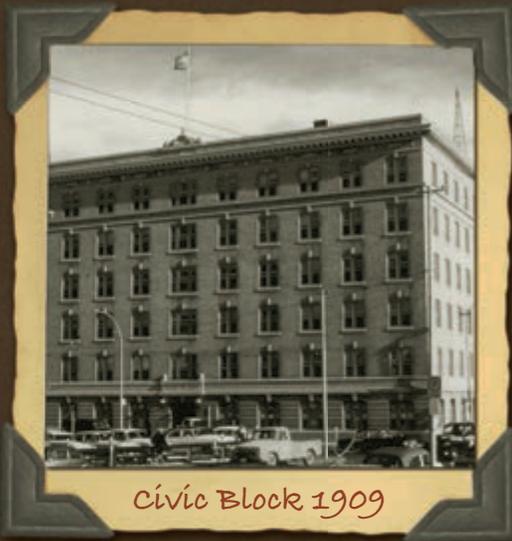
Today's CSU 52 old-timers will remember the old City Hall not only as a place in which many of them worked, but also as a home for many of their Union functions.

Today's pyramid-shaped building is Edmonton's fourth City Hall. It appeared in 1993 after some heated public debate and contests, particularly when it came in at \$10 million over initial estimates. Since then, however, it and Sir Winston Churchill Square have become the effective centre of our City, an important venue for public meetings, concerts and programs.

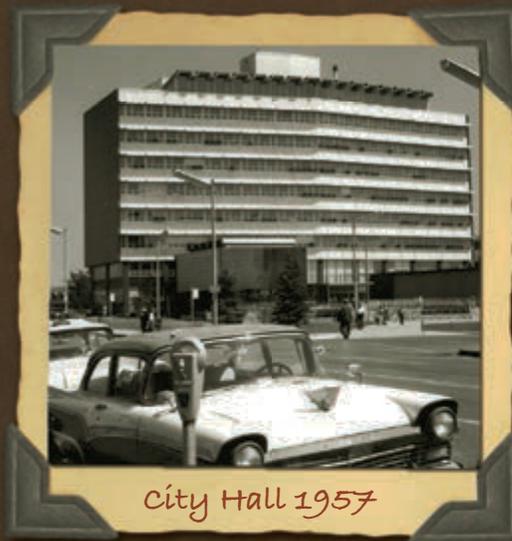
Unfortunately, it has not been able to match the third City Hall, the one built in 1957 for \$3.5 million under Mayor Bill Hawrelak, as a meeting place for the Union. That one replaced a 6-story \$250,000 Civic Block that was designed by Edmonton architects A.M. Jeffers and was built on the corner of 99 Street and 103 Avenue (where Winspear Centre stands) to serve as Edmonton's civic headquarters. From the time it was built in 1913, until the move to the new City Hall in 1957, this totally 'unpretentious' building served as the centre for City administration and a meeting place for CSU 52 members.

"I can remember when I went to work as a secretary, clerk and collector with the Licensing, Assessment & Taxation Department in 1934. We worked on the main floor of the Civic Block on the corner of 99 Street & 103 Avenue from 9:00am to 5:00pm with one hour for lunch. I performed a variety of duties including manually applying payments, filing and typing, all for a take-home pay of \$50.00 a month - after I became permanent."

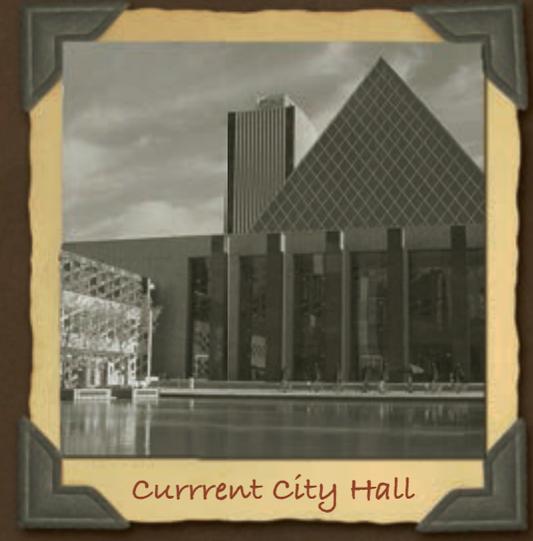
Kathleen Rutledge (nee Robertson) was 96 years old when interviewed in 2009.



Civic Block 1909

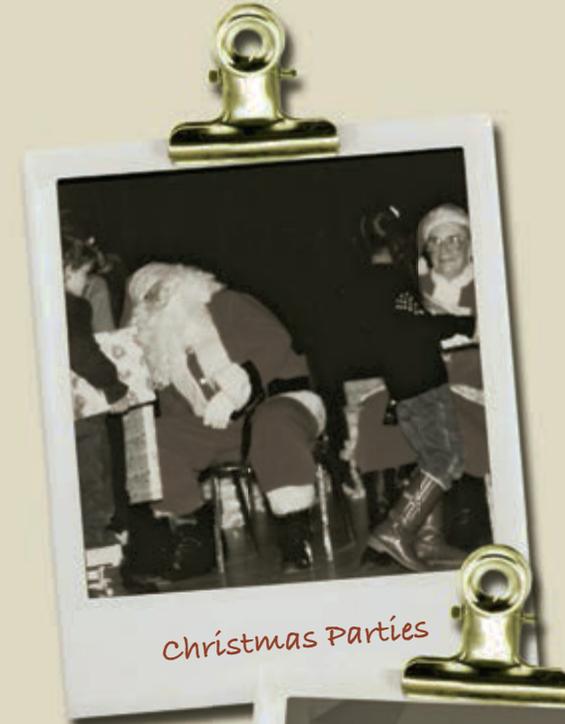
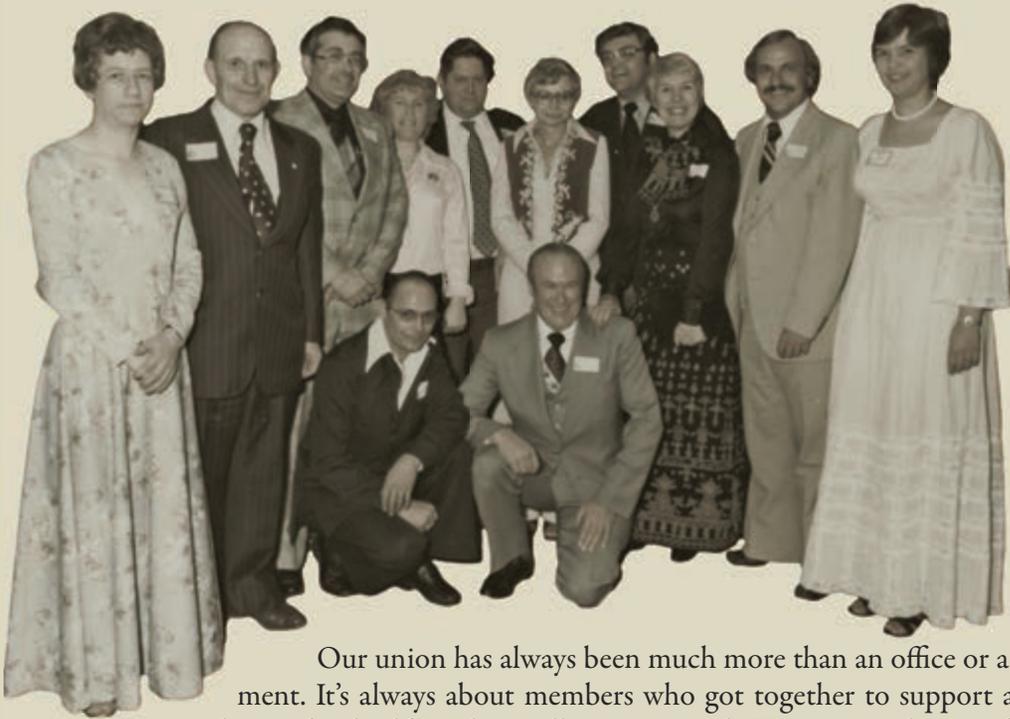


City Hall 1957



Current City Hall

We socialized...



Christmas Parties



Retirements

Our union has always been much more than an office or a collective agreement. It's always about members who got together to support and protect each other, and to build on their collective strength. We got together regularly in meetings, shop steward seminars, and on an ad hoc basis to plan, educate and advise each other

However, we also got together simply because we enjoyed each other's company, which is why CSU 52 organized social functions. Our members always welcomed the opportunity to meet each other as friends, to relax, to celebrate the end of a meeting, or just to share the things we enjoy.

Curling bonspiels, touch football leagues and other sports were one way we did it. So were annual banquets and functions at which we honoured our retirees.

Above, (R-to-L) Bernice Linkewich, Steve Sumka Jr., Bettie Hewes, Alex Sczechina, Gloria van Helvert, Ken Neuman, Bob Butcher, Pat Puff, Jim Zabrik, Lloyd Egan, Steve Sumka, Zonia Wuschenny.
(Right Lower) Pat Puff, Rep from EdTel being congratulated by Marion Leskiw and Leo Derkach at Retirement

Guiding our City Through Boom & Bust



Edmonton surveyor, 1907.

Our Union always had to be on its toes to keep up with the booms and busts that took place in Edmonton's economy right from the beginning - and which continue today.

The work our members did was key to any hope for a healthy, sustainable and well-planned city in a volatile economy based on raw resource extraction. Representing and protecting our members' rights was no easy matter in the midst of this kind of development.

Our City was founded and grew on its natural resources. While fur trading posts were established in the vicinity by the Northwest Fur Company and the Hudson's Bay Company as early as 1794, it was the Klondike Gold Rush, spawned by the discovery of gold in 1896, which put Edmonton on the map as a service centre.

The Hudson's Bay sold its land to the Dominion of Canada in 1870, but the rush for another resource - our rich agricultural land - really took off when the District was surveyed in 1882. Although we were years behind Winnipeg, and were by-passed by the first transcontinental railway line, we grew quickly and were incorporated as a town in 1892 with Sheriff Matt McCauley elected as our first Mayor. Strathcona, the 'town across the river', was incorporated in 1889.

Our first building boom came with the arrival of the railways - the Canadian Pacific to Strathcona in 1891 and the Canadian Northern to Edmonton in 1905 - which brought loads of immigrants into the area looking for gold and cheap land. They presented countless challenges to town planners and civic workers trying to maintain standards and order in a boomtown.

Edmonton was incorporated as a City (population 8,350) in 1904, and became Alberta's Capital in 1905, when Prime Minister Sir Wilfred Laurier took part in a ceremony at the fairgrounds below McDougall Hill. By 1909, when CSU 52 was born, the City was in the midst of a boom and the merger with Strathcona in 1912 meant a huge increase of work for all City departments, as the population doubled in a single year, from 24,900 in 1911 to 53,611 in 1912.

Land 'rushes', such as the one that took place in 1911 when the Hudson Bay Reserve was sold off in what is now downtown Edmonton, continued until 1914 and World War I. Then our real estate boom turned into a 'bust', and Edmonton found itself strapped for funds just when the need for relief was at its highest. A weak revival did not come until the 1920's, but a few years later the stock market crash of 1929 plunged us into another Depression. Thousands of destitute people flocked into our City, setting the stage for some of the most militant social and political movements in our history.

Manitoba Free Press
Winnipeg.

**TWELVE CITIES' POPULATIONS
INCREASE 70 P.C. IN THREE YEARS**

In Nine Years the Increase Has Been 284 Per Cent.—Instances of Phenomenal Growth—Saskatoon Leads and Edmonton is Second in the Increase Since the Dominion Census of 1901—Lethbridge and Saskatoon Lead During Last Three Years With Increases Respectively of 332 and 301 Per Cent.—Calgary and Edmonton Have Striking Records.

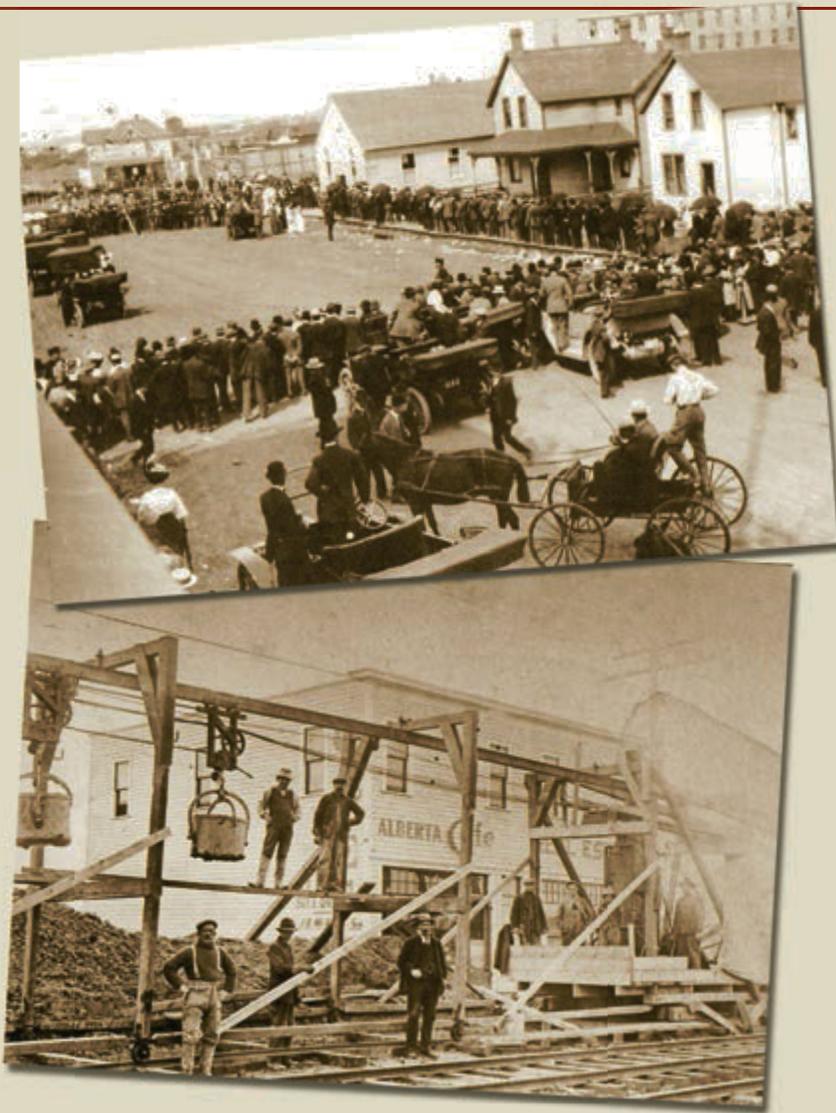
	*1901.	*1904.	1907.	1908.	*1909.	Inc. 3 yrs. 1901-9.	Inc. 3 yrs. 1906-9.
Brandon	5,429	10,405	10,750	11,242	12,900	181 per cent.	24 per cent.
Calgary	4,091	11,975	20,040	21,000	23,383	414 per cent.	144 per cent.
Edmonton	2,426	11,187	13,000	20,000	21,000	882 per cent.	122 per cent.
Fernie	1,872	2,812	4,300	4,800	5,300	182 per cent.	28 per cent.
Lethbridge	2,072	2,212	3,700	6,000	10,000	182 per cent.	122 per cent.
Medicine Hat	1,570	3,020	—	—	5,000	218 per cent.	65 per cent.
Moose Jaw	1,555	4,549	7,500	10,100	12,000	670 per cent.	92 per cent.
Portage la Prairie	2,901	3,120	4,000	4,269	7,000	76 per cent.	27 per cent.
Prince Albert	1,753	2,065	—	—	7,000	292 per cent.	122 per cent.
Regina	2,249	4,169	8,000	10,000	12,000	500 per cent.	118 per cent.
Saskatoon	112	2,011	—	—	12,100	2163 per cent.	301 per cent.
Winnipeg	42,340	90,122	111,728	118,212	150,000	297 per cent.	44 per cent.
Total 12 cities	69,738	154,490	189,428	211,722	268,283	384 per cent.	70 per cent.

*The populations for 1901 and 1904, with the exception of Fernie, are taken from the Dominion government census returns for those years; for 1909 the figures are estimated from data supplied by secretaries of boards of trade, municipal and police officers and bank managers.
In August, 1908, Fernie was entirely wiped out by fire, nevertheless its population has shown a remarkable increase.

Population Changes in Edmonton 1901 – 2001

(including Strathcona, Beverly, Jasper Place)

1901	1911	1921	1931	1941	1951	1961	1971	1981	1991	2001
4,000	30,500	60,000	80,000	94,000	160,000	281,000	434,000	532,000	617,000	820,000



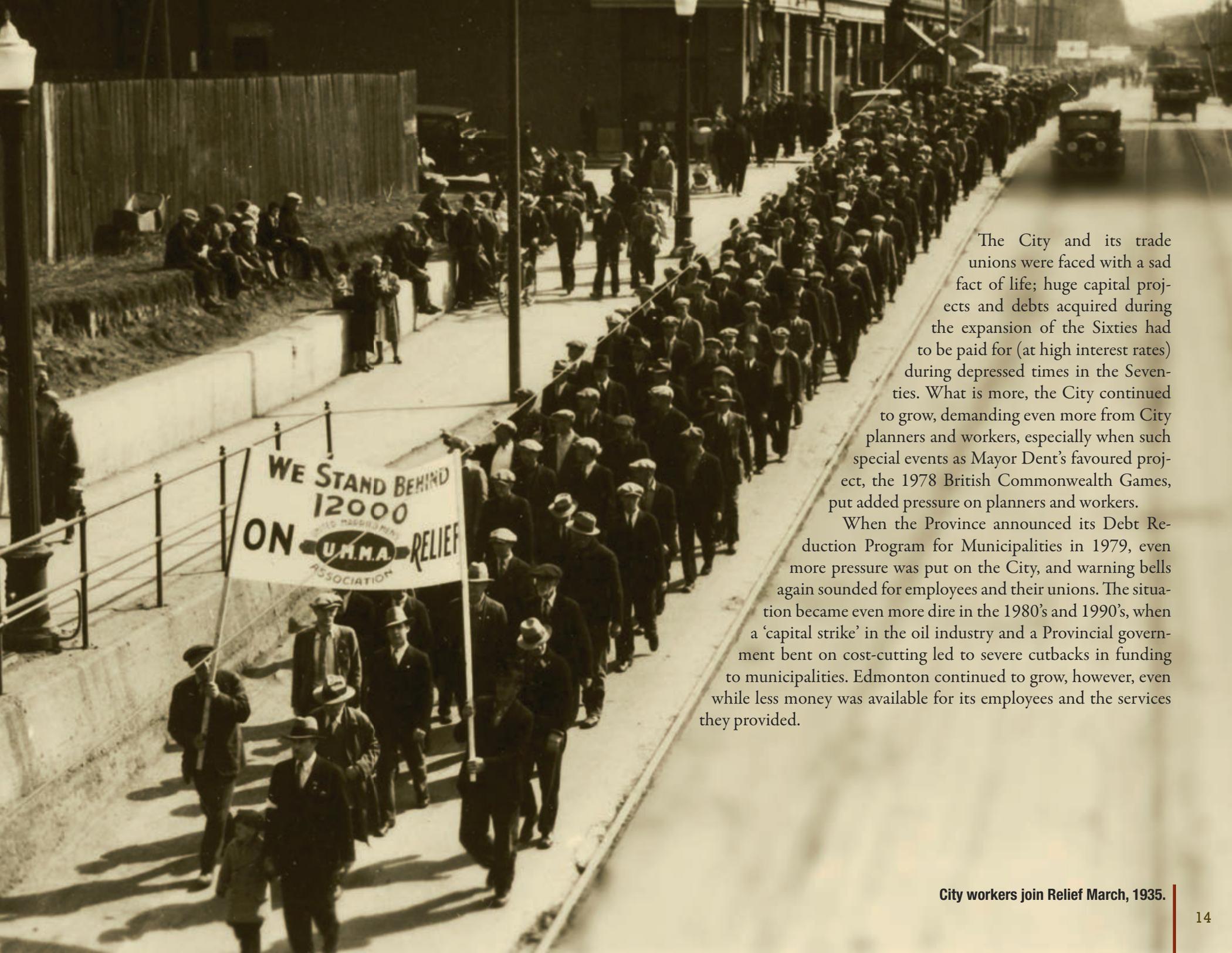
A mini-revival in the late 1930's gave way to the Second World War, when our efforts to maintain City services and programs was hampered by a shortage of labour and materials. Edmonton became an important strategic centre in the War effort, with unprecedented quantities of American dollars, soldiers and contractors coming into Edmonton. Our members had to find solutions for a severe housing and service crisis.

Our City boomed again in the post-War years, particularly with the discovery of oil at Leduc in 1947. Refineries, petrochemical plants and interprovincial pipelines meant an oil boom. In ten years, our population doubled to 226,000 and industry prospered, creating tremendous demand for road and sidewalk networks, water mains and sewers, electricity and telephone service. For example, in the decade following Leduc #1, the total number of building permits issued by the City's Planning Department more than doubled, from 3,661 to 7,962.

CSU 52 members and other civic employees worked through all this to plan, construct and manage new streets, utilities, transit and sewage, and provide recreational, social, health and other 'people' services. In 1957, the first Position Establishment system was inaugurated by the City, reducing permanent positions on the City's payroll from just over 5,100 to approximately 4,500 in one year.

Booms inevitably result in 'busts', which is what happened in the 1970's when 'stagflation' – a combination of inflation and stagnation - hit our economy.

Speculators line up for sale of Hudson Bay Reserve land (top), 1912.
City workers with Engineers' Department install Edmonton's first sewer line at 118th Avenue and 94th Street, 1914.



The City and its trade unions were faced with a sad fact of life; huge capital projects and debts acquired during the expansion of the Sixties had to be paid for (at high interest rates) during depressed times in the Seventies. What is more, the City continued to grow, demanding even more from City planners and workers, especially when such special events as Mayor Dent's favoured project, the 1978 British Commonwealth Games, put added pressure on planners and workers.

When the Province announced its Debt Reduction Program for Municipalities in 1979, even more pressure was put on the City, and warning bells again sounded for employees and their unions. The situation became even more dire in the 1980's and 1990's, when a 'capital strike' in the oil industry and a Provincial government bent on cost-cutting led to severe cutbacks in funding to municipalities. Edmonton continued to grow, however, even while less money was available for its employees and the services they provided.

City workers join Relief March, 1935.

Representing Our Members



Long-time CSU 52 headquarters
with mural honoring Lois Hole.

Throughout our long history, our Union had to deal with employers who were in a constant state of reorganization and change. This was especially true of the City of Edmonton, where core operations would be constantly restructured into new departments, under new managers. In other cases, they would be removed to separate Boards - or even privatized completely. In each case, the Union had to adapt to these changes, locating and representing members in their new surroundings.

The first major reorganization to our young City took place in 1910, giving rise to a structure that consisted of a Legislative Body of 10 aldermen and Mayor, an Administrative Body consisting of a Board of Commissioners chaired by the Mayor, and 17 Departments headed by a Superintendent, as well as Central Administration, all responsible to a Board of Commissioners.

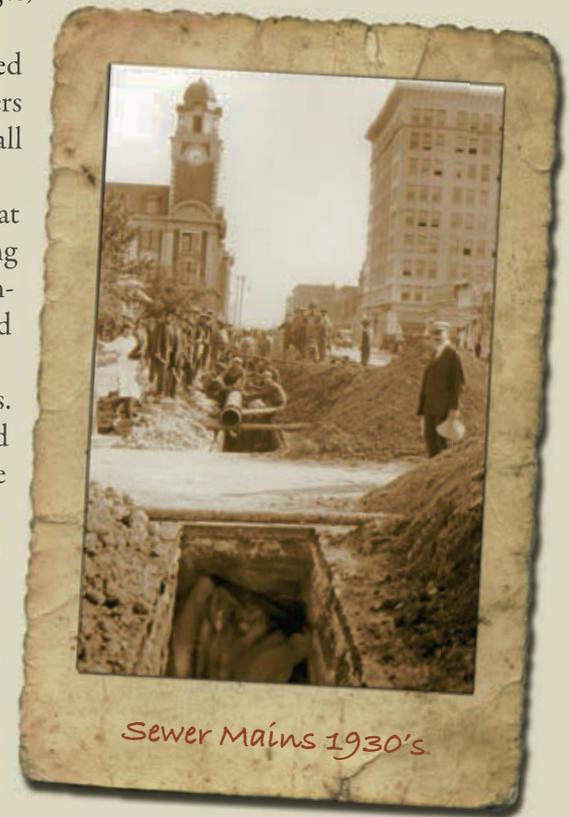
Reorganization was considered each time our City went through a period of expansion, such as the one that took place during the boom after World War II, when oil was discovered at Leduc in 1947. In the following ten years, our City's population doubled to 226,000, putting tremendous pressure on staff responsible for planning and building new streets, utilities, transit and recreation services, and providing social, health and related 'people' services.

This rapidly expanding administration and workforce prompted the City to modernize its personnel services. In 1956 it established the first Position Establishment system, resulting in a "rationalization" which reduced permanent positions from over 5,100 in 1956 to approximately 4,500 in 1957. Today, all personnel services are amalgamated into a centralized Human Resources Branch.

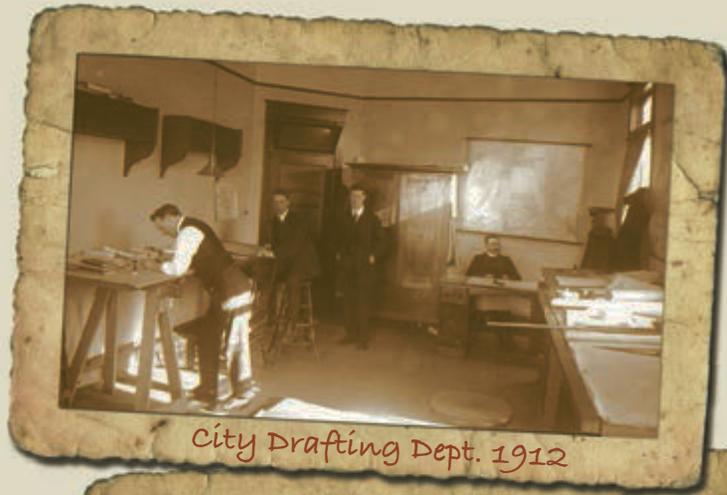
Council called for another major reorganization in 1970 to structure City units and services according to function and complementarity. Implemented in 1971, it divided the City up into seven major departments: Edmonton Power, Edmonton Water & Sanitation (including Sewage & Drainage), Transportation & Engineering (including roadways and the Municipal Airport), Property & Building Management, Planning, Data Processing & Management Services, and Finance.

'Stagflation' hit our City in the Seventies, facing it with huge debts but our population continued to grow. In an effort to maintain services and programs, the City decided to once again radically reorganize its operations in 1976, presenting new challenges to CSU 52 and the 11,992 employees of the City.

The City reached a new height in its operations in the late 1980's, just before it began major sell-offs and divestments.



Sewer Mains 1930's



City Drafting Dept. 1912



City Engineering Dept Staff 1919

Planning & Engineering

CSU 52 members were always at the centre of City planning and operations. The growing and changing nature of their responsibilities is perhaps most readily seen in the Traffic Engineer's Department of Planning and Engineering, which was formed in 1952 to handle traffic and parking. At that time, our City had the second highest per capita motor vehicle density in North America.

For the longest time, the City Engineer's Department was the largest in the City's organization. CSU 52 members engaged in planning and construction, business administration, traffic engineering, and street and sidewalk services. In 1948, we put the first parking metres into service, and took on the challenge of new bridges and traffic approaches to cross the river.

As another example, all materials used by any department of the City of Edmonton are bought by CSU 52 members working through the Central Purchasing Department. Since it was established in 1952, this Department has saved Edmontonians millions of dollars through volume purchasing and advanced inventory methods.

One facility, Edmonton's Municipal Airport, typifies the breadth of the City's operations and administration. Begun in 1927, the municipally-owned airport became Canada's first fully-licensed airfield as Blatchford Field in 1929. It enjoyed a long history with aviation pioneers and a flying and observer school linked to the wartime British Commonwealth Air Training Plan during the Second World War. Operations expanded steadily until the late 1950's when planning began for the new International Airport at Nisku.

Edmonton's Local Board of Health

The story of Edmonton's Local Board of Health must be told whenever the history of CSU 52 is recalled, as it illustrates the standard of service our members have provided to the people of this City. For over 100 years, CSU 52 members – clerks, librarians, receptionists, dental assistants, health aides, speech pathology and physical therapy assistants, health aide coordinators and project, accommodation and accounting assistants worked side-by-side with medical staff to build an organization that led to a healthy and caring City.

Although the Board of Health was formally approved as one of the first acts of Edmonton's Town Council in 1892, it actually began work in 1871 when the British governor established a local Board at Edmonton House to fight a terrible outbreak of small-pox.

The Board was taken over by the Town of Edmonton in 1904 with a staff of three, and an isolation hospital was established to quarantine infected persons in 1907, the year that the Province passed its first Public Health Act. The next year, we started a mandatory smallpox vaccination program in the schools, and in the years that followed succeeded in virtually wiping out the disease. We went on to tackle diphtheria, scarlet fever and tuberculosis.

A deadly strain of influenza struck Edmonton in 1918-19 infecting thousands of citizens (1 out of 100 died). CSU 52 members worked side-by-side with medical staff and volunteers at great personal risk to treat victims and enforce closure of schools, gathering places, and churches.

Sanitation emerged as another concern. In 1911 our members became part of an ambitious program of education and inspection to ensure a safe supply of milk and that profiteers were not allowed to skim it, dilute it with water, or expose it to heat or dust. Very soon after, we took over responsibility for enforcement of scavenging, sewage and water by-laws.

In the 1920's, we turned our attention to infant mortality, with Child Welfare Clinics, prenatal classes, medical testing and counseling. Later, we tackled polio with quarantine and sanitary methods until a vaccine was discovered in the early 1950's. Then, when poverty and overcrowding led to re-emergence of such diseases as scarlet fever and whooping cough during the Great Depression, we began the process of merging Board of Health services with school health services to see that every child received the protection they needed.

We tackled the issue of large animals within city limits during the War. After it was over, our inspectors turned their attention to restaurants and other public places where food was consumed. We found ourselves in the midst of the fluoridation debate in the 1950's, at the same time as we were preparing Edmontonians for a nuclear attack. Our numbers increased dramatically with the amalgamation of Beverly and Jasper Place in the early Sixties. At the same time, we opened Health Clinics to bring services closer to residents.

Our programs expanded during the 1960's and 1970's to include mental health, family counseling, drug and alcohol abuse and the protection of battered



Child clinics were one of dozens of services offered directly to families and schools by Edmonton's Board of Health.



Although the techniques and programs pioneered by the Board would have been unimaginable a century ago, the health and social problems they address are timeless: communicable disease, tainted food and water, substandard housing, unsound waste disposal, sick children, needy seniors, inner city poverty and despair. As long as these problems exist, health programs and services will be needed.

Towards a Healthier City: A History of the Edmonton Board of Health. August 1995.

children. We also created a storm over family planning and birth control, and started a program to tackle nutrition and speech problems in the public schools. In the midst of the recession of the 1980's, we cooperated with the Province's Aids for Daily Living Program and other efforts to focus more health and social work in the home and community.

The Boyle McCauley Project was launched in 1980 to focus on the needs of 'inner city' people. A flood in 1986 and tornado in 1987 underlined the need to be prepared for emergencies, as did the panic over the threat of AIDS and other sexually-transmitted diseases in the 1990's.

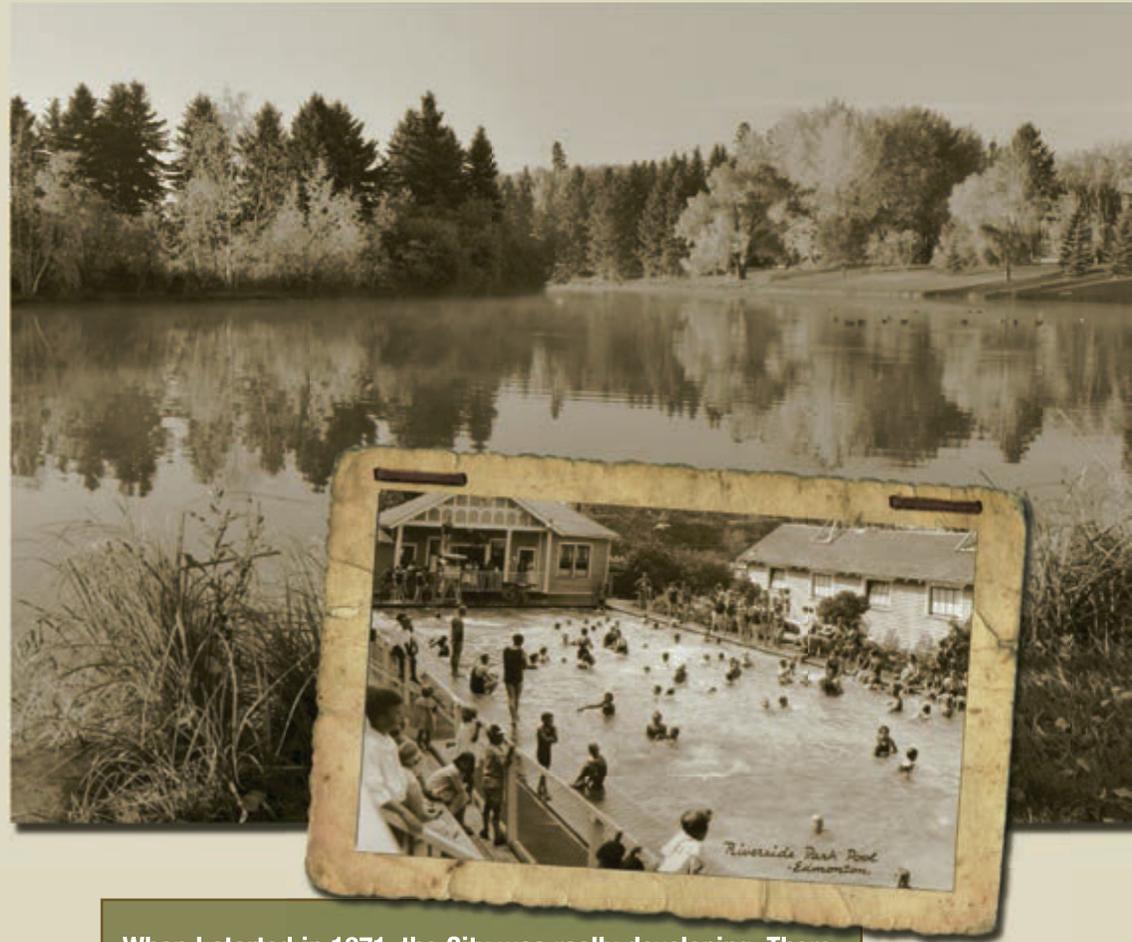
When the Province sought to address a so-called 'crisis in health care' by folding most health services into 17 Regional Health Authorities in 1995, our Board of Health became part of the Capital Health Authority, and our members found themselves transferred to other Unions.

The Parks and Recreation Department

Although it is one of our youngest units, Parks and Recreation (now part of Community Services) has become one of the most important. It administers all of the City's land and public facilities that cover so much of Edmonton's 700 square kilometers, and provides the recreational programs which add colour and enjoyment to the lives of its citizens. Members who work in this area are responsible for making Edmonton a beautiful, healthy and interesting place to live.

Large areas of land were reserved for parkland since Edmonton's earliest days. It was not until 1947 that a separate Parks Department was organized to assist in the planning of new subdivisions, as well as to take better care of our older neighbourhoods. Since then, our members have been involved in every aspect of planning, designing, surveying and overseeing the largest parks, such as Borden Park and recreational areas along our scenic North Saskatchewan River, as well as the smallest 'pocket parks', swimming pools, tennis courts, playgrounds, tot lots and wading pools.

We plan and run programs for children, as well as older citizens. We also plan and oversee major sports venues, such as Telus Field (formerly Renfrew Park) and Clarke Stadium. In residential areas, we plan the buffer strips of boulevards to protect city homes from the dust and noise of traffic arteries, as well as the planting and maintenance of thousands of trees and shrubs, earning Edmonton the enviable title of Forest Capital for a number of recent years.



When I started in 1971, the City was really developing. There was a big boom going on, and Mill Woods was just opening up; so was Castle Downs. We had to work a lot of overtime just to keep up with developers. Some nights we worked until 10 or 11 o'clock, just to keep up with the contractors and provide the improvements that were needed to service all of those new residential lots.

Leo Derkach, 2nd Vice-President

Edmonton Public Library

Although Edmonton was incorporated as a city in 1904, it was not until 1907 that the Alberta Government passed the Public Libraries Act allowing libraries to be established and operated by public authorities.

Our first Public Library Board was appointed in 1909, the year CSU 52 was born. With the merger of Edmonton and Strathcona in 1912, it was decided to establish two libraries (one for each side of the river). In 1913, our members went to work in two sites: a new Strathcona Library at 8331 - 104th Street (its current site), and a temporary site in the Chisholm Block at the corner of Jasper Avenue and 104th Street (over a meat shop and

liquor store),

In 1922, after several moves and with financial assistance from the Carnegie Corporation, a permanent library was finally established on Macdonald Drive. Until 1938, when its population reached 60,000, Edmonton was served by staff in the two libraries.

In 1941, our members went to work in a converted streetcar providing library services to the Calder area. In 1947, a bookmobile bus was purchased to serve other areas, with a second one added a year later and several more added in the Sixties.

Sprucewood Branch was the first of a number

of branch libraries to start operations in 1953. Our members went to work in Woodcroft and Idylwyld Branches a few years later, and in several others that were added in the following years, some in the shopping malls that sprouted around the City.

In 1965, City Council approved a new main library building as the City's contribution to the celebration of Canada's Centennial. Our members went to work in the \$4,500,000 Centennial Library (now the Stanley Milner Library) when it opened in what used to be the Market Square (now Sir Winston Churchill Square) on May 27, 1967.

In the years that followed, our members served the system as librarians and library assistants, supervisors, general duty pages, drivers and shipper/receivers. We would be asked to work in a steadily-growing number of innovative programs and services, such as a shut-in service for the elderly, the disabled and those whose illnesses confine them to their homes; a Community Programs Division to organize concerts, film series, dance and touring shows, exhibitions, children's and adults' theatre, and public lectures; a paperback collection; and the Northern Alberta Library Development Services and Multilingual Biblioservice Alberta and videodiscs. In 1979, we became the first public library in Canada to use a fully integrated computerized circulation system, with a computer-produced catalogue in microfilm and microfiche formats.

By 1982, circulation in our libraries was up 23.2%



Our Public Library is accessible to everybody. Anyone who walks through the door is given free access to a computer and can go on the Internet for an hour. They can have free access to books, magazines, or any of the other resources the Library has to offer, and there's always something going on. It's a great public service for the people of Edmonton.

**Cathy Owens, Library Assistant,
Edmonton Public Library**

Children board one several popular book mobiles operated by Edmonton Public Library from the 1940s to 1970s, c. 1965.

over 1981, crossing the five million mark. We hit six million by 1983, topping 7.5 million in 1984 to make our's the second busiest library system in Canada.

In 1986, a "Library Endowment Fund" was established to solicit donations from corporate and private sectors. That year, 28 of our members were involved with a most comprehensive and ambitious collection upgrading project involving non-fiction gaps in the collection. It is estimated some 15,600 individual titles are to be added to our collection.

Since then, Edmonton Public Library has continued to grow, adding services and programs with each passing year. Year-after-year, our members achieved the highest circulation of materials at the lowest cost per item circulated of any public library in Canada. Our Southgate Branch achieved the status of being the busiest branch library in Canada since 1984.

In 1975, a job classification system was completed for all personnel with a "Performance Measurement Indicators Handbook". In response to complaints from members, a new bylaw was passed in the 1980's to address a number of issues with problem patrons. This provided some relief to our members on the front lines.

CSU 52 members continue to be active and engaged, not only in the operation of their Library, but in their Union as well.



Story time at Edmonton Public Library, c. 1955.

Edmonton's Transit System

Edmonton Transit began as the Edmonton Radial Railway Service in 1908, one year before our Union was born. We began with four streetcars, giving birth to the first public streetcar system in the prairies, on which a ride cost only a nickel.

Our members were at work in 1913, when streetcars made their first trips over the newly completed High Level Bridge, and we also managed the conversion to trolley buses when they began to replace street cars in 1932.

Over the years, our members had to plan and administer an increasingly sophisticated system as our City went through its many booms and busts. We were proud to be part of the action every time the City expanded the system with more buses, when it instituted monthly passes and 'rush hour express' routes and when it mandated 'Bus Only' lanes.

In 1975, we introduced the Disabled Adult Transit System (DATS) jointly with the DATS Advisory Council to provide Edmonton's disabled adults greater independence and freedom. In 1987, DATS operations staff officially became City of Edmonton employees.

We were part of the planning and administration when Edmonton became the first city in North America with a population under one million to launch a Light Rail Transit (LRT) system in 1974. April 22,

1978 marked the official opening of the system in conjunction with the Commonwealth Games held in Edmonton that year. Our line ran along the CN right-of-way from Belvedere to the Coliseum and to Central Station. We have since gone through successive expansions to the point where our system will soon traverse the whole City.

We continued to plan for greater service and accessibility. In 1993, Edmonton Transit purchased New Flyer Industries low floor buses, designed to provide important accessibility features. The buses have no stairs at the front or rear doors for boarding and exiting ease, each with a kneeling feature, a hydraulically operated ramp and two wheelchair positions.

In 1994, the Edmonton Transit System Advisory Board (ETSAB) was established, and we introduced 'ExpressLink,' the super express route from Kaskitayo Transit Centre to the downtown for peak-hour commuters. As well, BusLink offered automated telephone service to residents of Mill Woods residents and other outlying neighbourhoods. Rider information is now made available through the Edmonton FreeNet and a local Bulletin Board Service (BBS).

In 1997, our City Department was renamed the Transportation and Streets Department, with Edmonton Transit occupying a central position. In 2002, our system was featured when the Canadian Urban Transit Association (CUTA) launched its National Awareness Program in January.

We were pleased to begin offering a number of new services in September 2005, thanks to an increase



It's a bit overwhelming to think of the last 100 years. People have to be reminded that this isn't the way it's always been. We didn't have such a thing as a long term disability plan, for example. We didn't have a formal Duty to Accommodate policy. All of these things that we take for granted today – but, our Union had to fight for them.

Leslee Stout, Chair,
CSU 52 History Committee

Staff at Edmonton's Cromdale Bus Barns, 1912.



in our budget that year. A subsidized monthly transit pass for AISH recipients living in Edmonton is now available under a regular, ongoing program.

In 2008, Edmonton Transit celebrated 100 years of service by hosting the 2008 Spring Conference of the Canadian Urban Transit Association. A new look was introduced to our website and information services to make them more user friendly.

April 28, 2009 was a sad day for many of us, as the City moved to decommission the remaining trolley bus operations in Edmonton as part of a cost-saving measures called for in the city-wide budget. The last day of trolley bus operations was May 2, 2009.



Edmonton's trolley buses (top) served the public effectively from 1932 to 2008. Streetcars (bottom) were used in Edmonton as early as 1913.

Working for a Caring City

RE WOOD YARD: The secretary made the following recommendation: In view of the fact that the Board is called upon to supply means and beds to an ever increasing number of men drifting into the city, and that they present a very pressing problem which will become more acute as the winter comes on, it is recommended: That a wood yard be put into operation at once, where all men who seek board and lodging will be required to work out their expenses. The following arrangement is submitted: That each man cut half a cord of wood (64 cubic feet split firewood) in return for three meals and a bed at 15 cents each.

Minutes of Board held Nov. 13, 1914 at 4:30 PM in the Board of Trade Room

Every City has its social problems and as a resource-based centre with periods of intense growth, Edmonton had to find ways of coping with its share.

For the first part of our history, needy Edmontonians relied on relief from churches, charitable societies, families and individuals. Organized relief from the City itself did not begin until 1909 (the year our Union was founded) and came under the name of Edmonton and District Council of United Aids.

In 1911, our members were transferred to the Civic Relief Office under the Police Department to provide the basic necessities of life – food, fuel, clothing and indigent burials, as well as assistance with minor legal and bureaucratic matters.

Our Relief Office was severely tested during the depression, which hit during the terrible winter of 1914-15. The Edmonton Board of Public Welfare was founded with private and other donations matched by a grant from the City. 'Assistance for employable men' became a growing concern. In Edmonton, it resulted in the concept of 'relief work', as indigent men were required to work for assistance (one proposal was that these men be drafted into the military). In 1925, the Board, with City Commissioners, invoked a policy that no able-bodied men without dependents should receive relief in the coming winter and furthermore, that any application for assistance by such men should

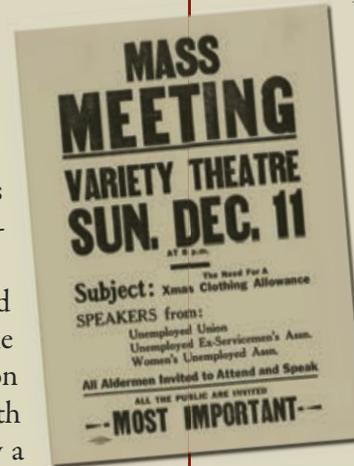
be dealt with by the Police Department.

In the 1920's, our members administered the Mothers' Allowances Act, as well as the federal government relief program. By 1929, even more was put on our plate as we were asked to also administer the Children's Protection Act, the Juvenile Delinquent Act and the Children of Unmarried Women's Act.

The Great Depression of the Thirties, with its widespread unemployment and suffering, put a huge strain on our services. A special relief program was started with soup kitchens, relief payments to unemployed families and even access to public gardens. In 1934, members of the Unemployed Single Men's Association lobbied to receive cash vouchers instead of soup kitchen food. Picketing actually won a Council decision to increase payments for couples from \$3 to \$3.75. Early the next year, persons on relief went on strike and organized their own kitchens.

When City Council changed our name to the Department of Social Welfare in 1935, we were administering a wide range of services and programs, including children's aid, a detention home and orphanage, civic relief and grants to such social service agencies as the Victorian Order of Nurses. We added an employment bureau in 1939.

Our Department converted to professional social work in 1949, and a year later our name was changed



to the City of Edmonton Welfare Department. We inherited a huge case load and our first community based centre when the Town of Jasper Place was annexed in 1964.

With the passage of the Canada Assistance Plan in 1966, we became part of an agreement with Alberta Preventive Social Services (PSS) to partner with voluntary agencies to deliver community services and programs. We worked with seniors, neighbourhood centres, information centres, family planning, homemaker services, youth agencies, native services and home care. We targeted specific community issues, community based centres delivering integrated services. Our efforts to provide quality pre-school daycare accounted for half the City's PSS budget in 1977.

In 1972, then Alderman (later Mayor) Cec Purves proposed a resolution to phase-out the Social Service Department completely, but in spite of this thinking demand for our services grew. Child welfare was transferred to the Province in 1969 and the public assistance program in 1975. PSS became Family and Community Support Services (FCSS) in 1981.

By 1984, our Department divested itself of all contracted traditional statutory services, focusing instead on developing standards and new programs, such as the Alternative Measures Program (AMP). Community Mediation and a new family violence prevention program were inaugurated.

In 1989, we reorganized and changed our name once again, this time to Edmonton Community and

Family Services. Our new focus was on developing and integrating municipal services in community centres through partnerships with other departments (e.g., Edmonton Police Service), provincial and federal government services (e.g., Corrections Canada) and such agencies as the Edmonton Council Against Family Violence, to name a few.

By 1995, with severe cutbacks and new demands from provincial and federal governments, we had to once again change focus. We devoted our resources and capabilities to leadership, community based partnerships and cooperation: Prevention and Early Intervention, Community-based Services, Social Planning and Issue identification, and Public Education. In 1997, we merged with Parks and Recreation to form the Community Services Department, which focused on people services and quality of life issues. We continued to rely on partnerships with public, private and volunteer sectors, focusing on ways to meld social work and recreational resources, tools and professional skills to meet people needs and improve the quality of life in an increasingly diversified and sophisticated urban setting.



This soup kitchen run by the Edmonton Board of Public Welfare was part of a relief effort that broadened into a wide range of services and programs, 1934.

Working with Edmonton's Police



The history of Edmonton's Police Service is closely tied to the history of our City. During our first decade, the police service consisted of two constables, a bicycle and two whistles. With change and development came a growing and changing need to enforce the law and deal with crime. Community-based policing was introduced in 1917, and with the amalgamation of Beverly and Jasper Place in the early Sixties came the need for much larger and better equipped police service

A booming economy and population following the Second World War required a fully-resourced, modern police service. The more sophisticated facilities and operations that were introduced over the years called for an increasing number of civilian employees, many of whom went to work in the first dedicated Police Headquarters that opened in 1932 at 9720 – 102 Avenue, close to the site of the current Law Courts. In 1983, most of us moved to our current Headquarters at 9620 – 103 A Avenue.

Today the Edmonton Police Service (EPS) has almost 2,000 employees, with most of the civilian employees belonging to CSU 52. Over 400 of our members proudly serve in EPS Branches and Bureaus to provide the technical and organizational support that is needed for Police Service activities (e.g., financial services, facilities and fleet management, materials and information management, information technology, the Robert F. Lunney Library, etc.).

CSU 52 steward, Kim Woolgar (left), was the first Photographic Laboratory Technician for the Police Forensic Section, 1977.

Unidentified CSU 52 member (right) works in Crime Index Section at Police Headquarters, 1962.

Edmonton Space & Science Foundation

Edmonton's Space & Science Centre began as an idea in the minds of a group of Edmontonians who incorporated the Edmonton Space & Science Foundation as a private non-profit organization in 1978, and began the task of promoting a new planetarium and science centre for our City.

CSU 52 members were working in the Queen Elizabeth Planetarium, Canada's first planetarium (originally opened in September 1960) in 1980 when City Council selected the Edmonton Space Sciences Centre as our City's flagship project for the Province's 75th Anniversary. We went to work in the striking new building, when its doors opened on July 1, 1984 to a premiere that attracted visitors from around the world, and with new programs such as the Outreach Program for students.

In 1984, the City placed our Centre under the Edmonton Space & Science Foundation, and we were transferred to the Foundation from the Parks and Recreation Department. CSU 52 was recognized as the sole bargaining agent by the new employer, and we suddenly found ourselves in charge of running our own bargaining unit and negotiating a separate collective agreement.

Fortunately, our unit negotiating team of Stu Krysko and Jane Harrick was able to count on the expertise of Business Agents Gary Ahlstrom and Jim Cox, and our first set of negotiations went smoothly with the Foundation accepting almost all the items we put on the table. Our first collective agreement was as good as, or in some cases, better than the Agreement

we gave up when we were transferred, and on January 10, 1984 we ratified it by a 100% vote.

In 1990, our employer changed our name to the Edmonton Space & Science Centre to reflect an expanded mission with a wider range of scientific discoveries. In 1992, a major addition added 15,000 square feet to the building, including a new lobby, gift shop, IMAX Theatre entry and café. In August 1995, our members went to work in the brand new Dow Computer Lab.

In 2001, we went through yet another expansion and renovation as part of the Vision Beyond 2000 project, and our Centre was renamed the Odysium™. In 2005, we were renamed the TELUS World of Science. It was also the year in which we showcased our programs to Her Majesty, Queen Elizabeth II on her visit to our City.

Today, our members work as custodians, cashiers, customer service representatives, facility attendants, receptionists and administrative support. We work in the gift shop, in sales and marketing, as outreach coordinators and instructors, in visitor services, in audio and projection (incl. the IMAX), and maintaining the information systems and exhibits.



It was a great experience for a Business Agent to sit down with employees in a new bargaining unit and find out what they needed in a contract. They were worried, because they gave up a lot when they left the City. However, in the end, we got a contract that was probably better than the one they left behind - many carry-overs, but also certain benefits that they didn't have with the City. There was a lot of trust between the Foundation and our members; that's what made this great first contract possible.

Gary Ahlstrom,
former Business Agent

Edmonton's Utilities

For most of CSU 52's history, the utilities on which Edmontonians have depended for their water, electricity, sewage disposal and telephone service were publicly-owned and operated. All employees, therefore, fell under the jurisdiction of CSU 52.

For a long period of time, Edmonton led comparably-sized cities in the number of municipally-owned utilities. From all evidence, this way of providing for utility needs served Edmontonians well, keeping service reliable, user rates low and profits flowing into City coffers. As importantly, ownership meant democratic control, increased public interest in the operation of utilities and active participation in decision-making.

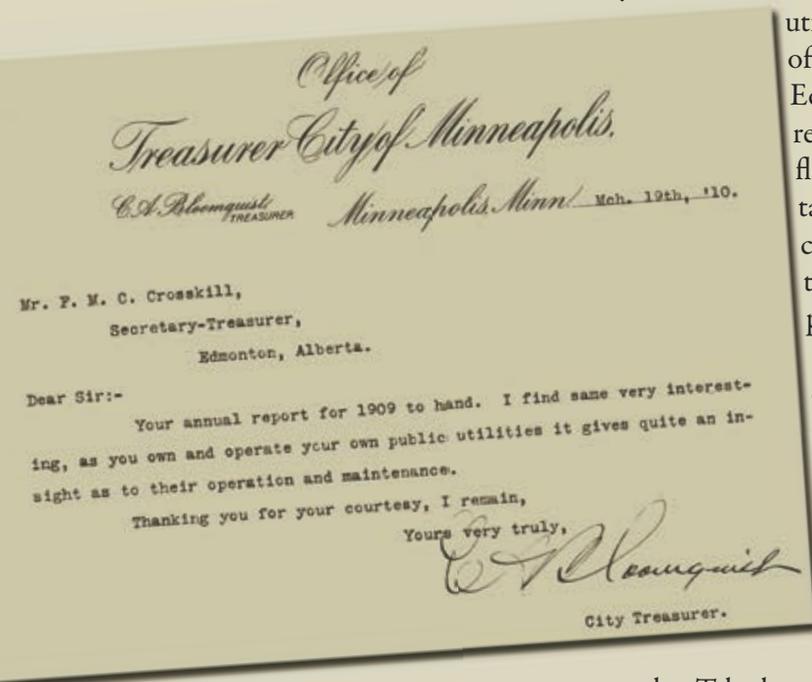
Evidence from early years indicates that this was thought to be a natural way of doing things. In response to a query from another civic administration, Edmonton's Superintendent proudly advised, "The Municipality owns and operates all its own utilities viz. Electric Light, Power Plant, Waterworks, Telephone, Street Railway and the Exhibition Association, each being under the management of the Superintendent." Twenty-eight years later, Edmonton Mayor J.W. Fry, acknowledged the following:

In this City, there can be no question of the value of municipal ownership, as a glance at the enclosed statement showing the results of operation from 1902 to 1937 will reveal. The entire net surplus of \$9,856.83 has been utilized in the relief of taxation. During the past eight years of depression, the returns from the utilities have been of inestimable benefit, reducing the tax rate from 10 to 21 mills each year. Probably no City in Canada or U.S.A. has a record of Public Ownership equal to this...I think it would not be an over-statement of fact to say that without the revenue derived from the Utilities during the past seven or eight years, it would not have been possible for the City to carry on its operations, especially with the added burden of unemployment relief.

(Reply to Vancouver Councillor T. Wilkinson, 1937)

The City acquired the utilities when Edmonton was very small, and did not have to purchase any of the franchises from private companies for which they would have to pay such other costs as 'goodwill'. The high cost of buying out a private company prevented them from owning their own natural gas company.

The idea that public utilities should be privatized, or at least 'corporatized', is a relatively recent idea which took hold in the 1990's. The result was to remove most of our utilities from direct control of Edmonton's City Council and by implication, from the citizens of Edmonton, who had built them. With each removal a sizeable slice of CSU 52 membership was lost.



This letter from the City of Minneapolis Treasurer was one of many inquiries regarding the benefits and cost savings of Edmonton's publicly-owned utilities.

EPCOR

Today's EPCOR bears scant resemblance to the Edmonton Electric Lighting and Power Company founded in 1891 when Alex Taylor obtained a 10-year permit for a power company. Power poles were installed along Jasper Avenue from 96 Street to 103 Street, and on December 22, 1891, the first electric lights came on in our City.

Town Council bought out the company in 1902 and renamed it the Edmonton Water and Light Company, making it the first municipally-owned electric utility in Canada. In the following year, our first water treatment and power plant was constructed at Rossdale (later moved to higher ground) to generate electricity by burning coal. Our members planned the installation of Edmonton's first traffic lights at Jasper Avenue and 101 Street in 1933.

Improvements followed rapidly. In 1947, we planned a new Rossdale Water Treatment Plant to keep up with demand, at the same time as electricity lines were installed underground in downtown Edmonton. In 1955, we switched from coal to gas generation at our Rossdale Plant. Then, in 1967, fluoridation was introduced into our water system, after a bitterly-fought campaign.

Five years after we celebrated our 100th Anniversary as a City-owned and operated utility in 1991, Council voted to give up direct control of water and electric utilities by forming two companies, Aqualta and EPCOR Utilities Inc., with the City as sole shareholder. These were merged in 2001 into one company,

EPCOR, the first merger of natural gas, power and water utilities in Canada.

By 2005, EPCOR controlled a number of its own power plants and had begun to acquire privately-owned water, sewage and power utilities in other Canadian cities. In that year, it began trading on the Toronto Stock Exchange under the name of EPCOR Power L.P. (EP.UN), and acquisitions brought in power generating and water facilities across Canada and the U.S.

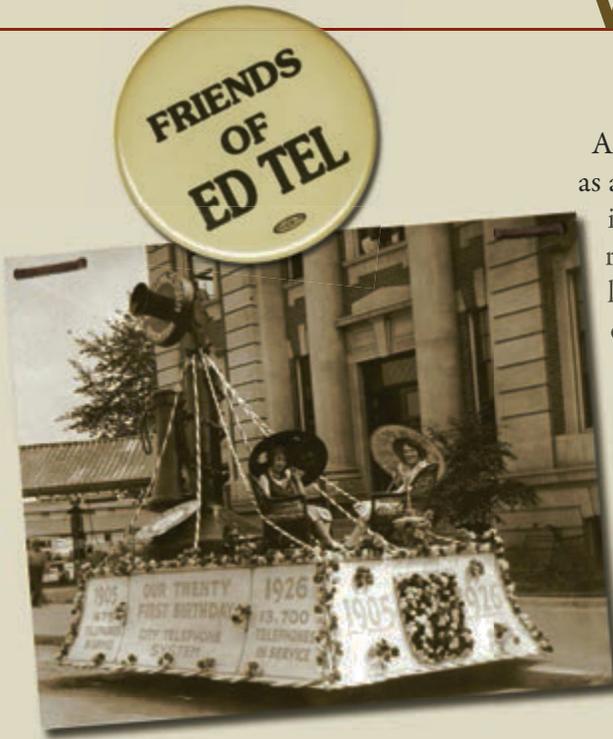
In 2006, attempts to privatize EPCOR were narrowly turned aside by City Council. The privatization lobby succeeded in 2009, when EPCOR took over the Gold Bar Treatment Plant, a move opposed by CSU 52 and the Coalition of Civic Unions on the grounds that it would not be in the interests of either their members or the citizens of Edmonton.

Little did we know that, while this relatively small acquisition was being hotly debated, City Council would be holding closed-door meetings to divest the City of its multi-billion dollar electrical generating assets. On June 26, 2009, we awoke to the news that Council had voted to do this.

CSU 52 continues to represent professional, technical, administrative and IT staff in Edmonton and Calgary, but these members must wonder what the future holds.



We Built a Leading Telephone System



Although Edmonton Telephones has disappeared as an entity, and CSU 52 members no longer work in the system, the memory of the utility and the role it has played in our history should not be lost. Edmonton Telephones was one of our City's oldest utilities. When it was privatized in the mid-1990's, it was providing a first class communication service to the citizens of Edmonton.

We became one of the very first cities to test Alexander Graham Bell's invention. Alex Taylor set up a system in 1887, ordering phones and equipment directly from England after Bell Telephone refused to install them because "Edmonton was too small to support a system".

By February 1888, there were 12 telephones in use, and in 1895 the Edmonton District Telephone Company put out a directory with 50 numbers. The first pay telephone in Edmonton was installed in March 1899 at MacKenzie's bookstore on Jasper Avenue. A call cost five cents.

By 1903, when our telephone system was a booming business, Bell made an offer to buy it. It was put to a vote and Edmontonians turned it down, asking their new City Council to buy it instead, which it did in 1904 for \$17,000. One of the editorials Edmonton Bulletin ran during the campaign said, Private ownership by a monopoly like Bell would insure higher prices and less quality service. And even if Bell only purchased stock in the phone company the situation would be the same; Edmontonians would see poorer

quality service at increased prices. The only way to go was a city owned phone company.

Our members were already at work as operators, clerks and administrators in 1919 when Edmonton Telephones became the first system in North America to acquire dial phones - two decades before New York City. The reason: a shortage of women, as they were outnumbered by men ten to one, and once they got married, they usually quit; hence the need for technology.

The prospect of selling the system arose again and again, as Alberta Government Telephones repeatedly tried to buy our system to offset losses in its rural operations. With AGT's rates rising in the Thirties, the Mayor of Calgary wrote to our Mayor complaining that his City should have followed our lead instead of allowing AGT to run its phone company!

EdTel continued to expand. In spite of the fact that it would always install the latest in equipment, it managed to maintain the cheapest residential and business phone rates of any city in North America. Moreover, there were always waiting lists for people who wanted telephones.

A report to the Mayor and City Commissioners in 1967 showed that our telephone system was one of the best in Canada, the most efficient and offering a high quality of services. Not only did it contribute over \$3,000,000 in net revenues to the City in that year; it did so with some of the lowest user rates in Canada, (see chart).

Residence Business

1967:

Vancouver	\$6.25	\$17.10
Toronto	5.85	16.25
Victoria	5.40	13.20
Hamilton	5.30	13.70
Ottawa	5.30	13.70
Calgary	4.25	11.00
Edmonton	3.75	10.00

EdTel float in Edmonton Exhibition Parade, 1926.

CSU 52 spearheaded the campaign against the privatization of EdTel in 1995.



Furthermore, EdTel was pleased to maintain human resource management policies that “guaranteed fair treatment to all employees, instituting training programs, fair promotion.” Even when the operators went on strike in the late forties, they had public sympathy on their side, insuring a pay raise after a short period of inconvenience.

The cooperation of our members was essential to EdTel’s success as an independent municipal utility. Our managers said, “A definite stand should be taken by the City regarding the sale of Edmonton Telephones. City Council should go on record as opposing any sale of the system. Together with labor and management, we can work effectively and harmoniously to achieve the best results.” (City Telephone System, March 8, 1967)

In 1995, the privatization lobby won out, in spite of a campaign led by CSU 52 and the Coalition of Edmonton Civic Unions. That year, AGT – later TELUS Corporation - closed the acquisition of Edmonton Telephones from the City of Edmonton with a deal which included over \$200 million in extra cash and a number of other concessions that had been gained because of the campaign we led.

Today, TELUS Corporation is Canada’s third largest telecommunications company, with \$billions of dollars in assets and operating revenue. However, our members no longer work there.

Strikes and Disputes

Most CSU 52 veterans remember only one strike - the one that took place in October 1976 – and the one that changed the character of our Union forever.

That year, we opened negotiations on March 1 with a

large number of demands, including significant wage increases, pay premiums and fringe benefit improvements. The City responded with only a few amendments.

Right from beginning, and throughout the next four meetings, the City and Union disagreed over one issue – when to discuss pay. The Union demanded that

the City table a wage proposal, while the City insisted on first discussing non-monetary items.

After the Labour Board refused the Union's first application for conciliation, the City presented a wage proposal. There was little movement on non-wage items, however, and when the Union applied for conciliation again, the Province appointed C.T.A. Hutchings to deal with almost all the original items. After seven meetings with each the parties, well into August, Hutchings wrote a report that was accepted by the Union but rejected by the City.

Three more unproductive meetings took place

that September, after which the Union applied for mediation. At this point, the City was offering a wage increase in excess of 10%, but the Union wanted more, as well as other improvements. Mediator Eric Lefsrud wrote a report which the Union accepted as the basis for a settlement; however, it was once again rejected by the City.

At this point, CSU 52 negotiators asked for a strike mandate, and 66% of our members voted in favour to force the City to move towards settlement. Following yet another unsuccessful bargaining session on October 1, the City offered to go to Final Binding Arbitration, but the Union refused. Instead, three days later it served notice for a strike to commence on October 7. When eleventh-hour negotiations failed, we hit the streets at 12:01 AM, as scheduled.

Our strike lasted 10 days without incident, during which time City electrical workers (IBEW 1007) and outside workers (CUPE 30) were served cease-and-desist orders by Alberta's Labour Relations Board forcing them to cross our picket lines. On Saturday, October 16, after bus drivers threatened to support the strike, the parties met and resolved all items in dispute except five, which they referred to Voluntary Collective Bargaining Arbitration.

Then, an unfortunate twist of fate! While the arbitrator was preparing his award, Canada's Prime Minister, Pierre Elliot Trudeau, announced his infamous Wage & Price Controls making all wage settlements subject to limits set by the Anti-Inflation Board (AIB)



CSU 52 members take strike vote at Kinsmen Field House, 1974.

for three years.

On November 19, the arbitrator appointed after the strike came out in favour of the City's position, awarding an increase of 10.2% instead of the 12% the Union needed to preserve our historical relationship with the other civic unions in Edmonton.

As if this wasn't enough, the City then paid only 8% of this increase, pending a review by the AIB. On April 27, 1977, CSU members learned that the AIB had knocked a further 1% off their increase, bringing it down to 9.2%, a full 1% below the City's final offer before their strike.

Other disputes

The 1976 strike was not the only dispute in our history. On a number of other occasions, CSU 52 either threatened to go on strike or actually engaged in walk-outs. In 1971, about 300 members at City Hall and the CN tower walked out one afternoon for a three-hour 'study session' to demonstrate their displeasure with the City's reluctance to talk about job classifications and hours of work during negotiations. Three years later, a majority voted in favour of strike action.

What was perhaps our first walk-out ever occurred in 1919, 57 years before our 1976 strike. That year CSU 52 members voted to join a City-wide action to demonstrate their support for the workers involved in the famous Winnipeg General Strike. In fact, we were all caught up in the movement to-

wards a general strike that swept across Western Canada after the One Big Union (OBU) formed in Calgary in 1918. Protests were fuelled by a number of factors, including thousands of unemployed WWI veterans. Nowhere was the sentiment stronger than in Edmonton, where preparations were well underway for a general strike, when the workers in Winnipeg 'jumped the gun' and started the Winnipeg General Strike.

Arbitration

Other disputes were settled in front of the Labour Board by conciliation and arbitration, and in the courts. One of the most memorable was an arbitration award in the 1960's which awarded the Union one of Western Canada's first maternity leave articles.

In May 1973, the Union went to the Supreme Court of Alberta (now the Court of Queen's Bench) to appeal a declaration by arbitrator Erik Lefsrud that the City that would not have to include overtime in the retroactive pay it had agreed to for all employees as part of its 1971 contract settlement with CSU 52. Chief Justice Milvain disagreed with this award, finding that the Agreement was clear and unambiguous on the issue of retroactivity. He ordered the City to place the case before a brand new arbitrator, in spite of the fact that it had already spent in excess of \$20,000 in legal fees to fight the Union.



	Yes	No
FOR:		
Machinists 559/817	145	14
Edmonton Police Association	57	2
UMWA 4084/4070	105	2
Cdn. Br. of Railway Empl. 99/7	194	12
Railway Carmen 448/398/570	184	29
Tramsters 514	92	60
Street Railway Employees	105	27
Civic Employees Union 30	16	13
Carpenters	18	6
Journeymen Barbers	21	2
Bricklayers and Masons	6	0
Boilermakers 279	82	14
Cooks & Waiters	56	24
Electrical Workers	17	4
Federal Local Workers	189	0
Firemen Local 29	62	15
Plumbers 488/685	40	1
Painters & Decorators 1016	17	0
Moving Picture Operators	18	0
Civic Service 52	84	82
Steam Shovel & Dredgmen	14	0
Bookbinders 138	11	7
Dawson Miners Local	44	0
Blacksmiths 146	23	0
AGAINST:		
Federation of Postal Workers	8	43
Garment Workers 120	52	91
Musicians Association	6	44
Sheet Metal Workers	4	10

CSU 52 was one of 24 unions to vote in favour of joining a sympathy strike in support of 1919 Winnipeg General Strike.

Giving back to the community

From its earliest days, CSU 52 has had a proud history of public service and support for worthwhile causes in the community. Today, we provide this support through our Union 52 Benevolent Society which makes donations to causes recommended by our Members and Community Support Committee. In the last few years, we have contributed hundreds to thousands of dollars to support the work of community organizations and causes that range from health care to research and education.

The Civic Service Union 52 Employees' Charitable Assistance Fund was founded in 1978 and until its dissolution in 1995 had contributed thousands of dollars to charitable and community service organizations. It also provided financial assistance to members who found themselves on hard times, and provided bursaries to help pay the tuition for members' children who wished to further their education at the post-secondary level. Three-quarters of all donations went to outside organizations, with one-quarter reserved for member assistance and bursaries.

The Union 52 Benevolent Society was registered under Alberta's Society's Act in 1977. Our Executive Board automatically holds positions on its Board. Members of CSU 52 are members by virtue of being dues-paying members of the Union. In addition to supporting the community causes formerly handled by the Charitable Assistance Fund, our Society administers a "war chest" to fund such emergencies as strike

pay, union raids and protection of our units.

CSU 52's tradition of giving goes back many more years. During World War II, we contributed to a Civic Employees' Welfare Chest Fund through Payroll deductions established by City Council in 1941, and which would last until the Armistice was signed. All City employees voted on this; 871 for and 343 against.

In addition, Edmonton civic employees became leading contributors to the blood bank during the War. In fact, in a move that would be considered highly unusual today, the City kept a record of the blood group to which each employee belonged. The Canadian Red Cross Society made special note of the extraordinary commitment made by the Edmonton's Civic Unions. Moreover, civic employees were solidly behind the 'Victory Loan' movement, to which they contributed through a Payroll Savings Plan.

After the War, the name changed to the Edmonton Civic Employees' Welfare Chest Fund, which "made possible work amongst homeless and neglected children and general welfare work for the poor and needy". We also contributed to such causes as the Edmonton Community Chest, the Red Cross Society, the Canadian Cancer Society, the Salvation Army, the Canadian Aid to China Fund, St. John's Ambulance, the Veteran's Welfare for Boys still confined to the Military or DVA hospitals, Crippled Children's Hospital and free blood banks for hospitals, as well as emergency assistance in times of disaster. A.A. Campbell, Chair

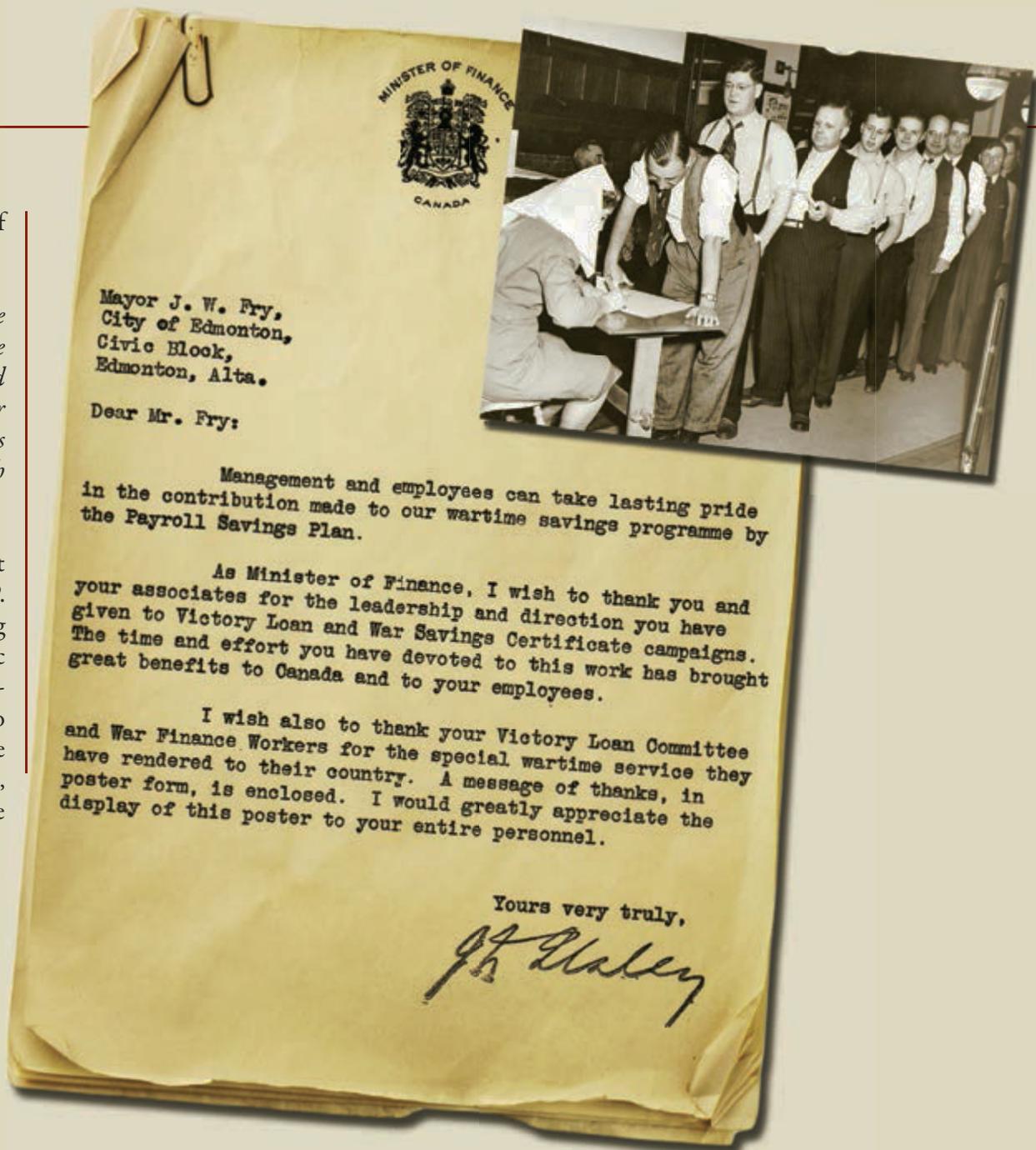


Poster for Edmonton Community Chest charity of which CSU 52 was a key member, 1940s.

of the joint Committee explained the distribution of over \$17,000 in donations in these words:

There has not been an instance of any worthwhile charity being denied consideration by the Committee during the year. Your representatives continued to send parcels of foodstuffs, cigarettes and news clippings to our enlisted employees until their repatriation, and smokes were forwarded to members of the armed services through the Overseas Tobacco League.

The Welfare Chest Fund was held in the highest esteem by many. In his 1955 report, Fund Chair M.P. Flowers commented that the press, radio and leading citizens have all paid tribute to the Edmonton Civic Employees. In his 1956 report, Chair J.G. Watt added that "it must be a source of pride to all our staff to know that our pioneer method of periodical collective contributions for this purpose is unique in Canada, and it serves a pattern for other employee bodies in the Dominion."



Civic workers line-up in record numbers to donate blood, 1943.

Gains Through Contract Negotiations



Workers in Alberta who are outside a union have few rights and little protection. Even the rights that have been won through legislation remain inaccessible to many. Members of CSU 52 have been privileged in this regard. Not only did our Union negotiate rights and protections for us; it provided communication and education so that we would know what these rights were. Whenever disputes arose with management, our Union was there to help us claim our rights. Thus, while so much media attention is directed toward strikes, lockouts and other highly-visible examples of union-management confrontation, the vast majority of significant gains made by trade unions such as ours were arrived at quietly through negotiations and dialogue.

This does not mean they happened easily! For the most part, they were 'hard-won', often achieved only after many years of dedicated effort. Hours and days were spent researching the needs and wishes of the members, and translating them into priorities for bargaining. This involved meetings and surveys, data collected from worksites, comparable agreements researched, and hammering out of language – all followed by an interminable series of negotiating sessions, with our bargaining teams facing the employer across the table.

The vast majority of contract gains originated with us – the members of CSU 52. When we identified a need, we had only to convince our fellow members and union negotiators to make it a priority for the next round of bargaining. It would then become part of the mandate our CSU 52 bargaining team would take to the bargaining table.

The biggest gain a Union can make, by far, is to ensure that its members are treated with the respect and dignity they deserve. CSU 52 provided for this by negotiating and enforcing articles that ensure protection against arbitrary treatment, with job security and seniority. When all else failed, the Union provided a grievance procedure to ensure that our members' side would be heard.

While many early gains may seem modest to today's member, they were of utmost importance to the employees directly affected. Take for example,

the response to members' complaints that were brought to attention of Edmonton's Secretary-Treasurer by the Union in 1911. The City Commissioner said, "The matter of having hot water connections to supply hot water to the second floor of the City Hall was considered at the Commissioners' Meeting this morning, when you were authorized to take up the question with the Chief of the Fire Department and obtain prices for suitable boiler to be installed in the basement with the necessary pipefittings, etc. Please give this matter your earliest attention and oblige."

Collective Agreement Gains

CSU 52 has a proud history of negotiating some of the strongest agreements of any civic union in Canada. We have chosen to highlight only a small number of articles in this Section because each represents a 'gain', which may seem small today, but at some point in the past, was extremely important to our membership. Furthermore, you will notice from the selection we have chosen, that most represent a 'balance'; with the rights or protection for our members usually matched by rights for the employer.

Cash Shortages

A good example of a Union Gain is the language covering cash shortages. It used to be the practice in the City of Edmonton and its agencies, as well as many places of business, that employees who handled cash would be responsible for making up cash shortages at the end of the day. Protection against this unfair rule had to be negotiated, and although this article may seem of trivial importance today, it would be of surpassing importance to members affected at that time. The following example from the Collective Agreement negotiated between The Edmonton Board of Health and Civic Service Union No. 52 for 1990 – 1992 reflected a priority of members in the now-defunct Edmonton Board of Health who found it necessary to handle money.

4.04 Employees coming within the scope of this Agreement who handle cash shall not be required to make up any shortages in their daily cash balances. It is further agreed that such employees shall not receive any benefits from cash overages.

The Board shall, however, maintain a record of each employee's overages and shortages and based on such results shall take whatever action is deemed appropriate by the Board.

It was really tough negotiating during the Nineties. However, even though there were cut-backs, we were able to get some really decent raises for our library staff. We were moving up the pay scales, because we had been at the bottom for the longest time.

Maria Halushka, Steward

For the longest time, interruption in service was a major reason why women could not realize the kind of employment opportunities men enjoyed.

The right to maternity & paternity leave

CSU 52 has boasting rights when it comes to maternity leave protection, as we were one of the first unions in Canada to win protection in a collective agreement. It came about as a result of a dispute that was referred to a Conciliation in 1967. In his Report of September 20, 1967, W.A. Dwyer recommended the following article:

A female employee who resigns for maternity reasons shall be considered as having been on leave without pay if she accepts re-employment with the City within six (6) months of the date of her resignation.

Although minimal by today's standards, this wording represented a major advance, as until this type of contract language appeared, women who 'fell pregnant' had to resign their jobs (or be fired) – with no questions asked! For the longest time, this interruption in service was a major reason why women could not realize the kind of employment opportunities men enjoyed.

The requirement that the mother would have to resign and claim this right on her return was soon dropped in favour of Leave Without Pay, and other provisions were added to lead to today's Maternity and Parental Leave article, which covers both partners and includes adoption. Maternity leave would remain unpaid voluntary leave, however, until the Alberta Court of Queen's Bench ruled in 1992 (the Parcels case) that women were entitled to the same benefits as workers on sick leave for "that portion of their maternity leave that is health related." Thereafter, the City and other employers have provided these benefits as a part of Maternity Leave with articles such as the following:

8.03.02.03.04. Maternity leave shall be for a maximum period of fifteen (15) weeks. Parental Leave shall be for a maximum period of thirty-seven (37) weeks. Birth mothers shall be eligible to combine such leave for a period of fifty-two (52) weeks. A birth mother, who takes both maternity and parental leave, must take the leaves consecutively.

8.03.02.03.07. Except in the case of employees as stipulated below, maternity/parental leave shall be without salary or sickness allowance, but employees on such leave will not lose seniority. Female employees who are members of the City's Disability Plans as provided for by the City and who provide medical evidence satisfactory to the City to substantiate their disability for the valid, health-related portion of their pregnancy may, subject to the terms of

the City's Supplemental Unemployment Benefits Plan (SUB Plan), qualify for SUB Plan benefits for the duration of the valid, health-related period. Receipt of such SUB Plan benefits shall commence no sooner than the date of delivery, subject to the provisions contained in the SUB Plan. Employees who are members of the City's Disability Plans and who otherwise do not meet the conditions for eligibility for SUB Plans during the valid, health-related portion of their pregnancy will be governed by the terms of the City's Disability Plans.

The right to a clothing allowance

The vast majority of non-unionized employers expect their employees to supply their own tools and clothing, even when the conditions of employment clearly require particular items. Therefore, what may seem like a relatively trivial clause in a collective agreement, and one that is often taken for granted by union members can actually be counted as a significant benefit of belonging to a union. Requiring the employer to pay for or furnish clothing is a clear indication that the negotiators are listening to members and taking their priorities to the table.

In 1961, the following clause was negotiated into the Agreement between CSU 52 and the Edmonton Local Board of Health.

14. Bill Deliverers

Each Bill Deliverer will be supplied with one raincoat every three years and with a Parka and a pair of overshoes to be replaced as they become unserviceable, due to normal wear on the job, and are returned to the Department.

Since that time, similar clauses have been negotiated in all Collective Agreements to cover employees whose working conditions requires specific articles of clothing. The following taken from the 2007-10 EPCOR Agreement is typical:

8.05. Clothing

8.05.01 Laboratory Workers

Laboratory Workers shall be issued with clothing in accordance with the following provisions: During their first (1st) year of employment as a permanent employee in the position - five (5) laboratory coats. Thereafter, the laboratory coats will be replaced on evidence of fair wear and tear.

Requiring the employer to pay for or furnish clothing is a clear indication that the negotiators are listening to members and taking their priorities to the table.



8.05.02. Survey Crew Workers

Survey Crew Workers shall be issued with clothing in accordance with the following provisions:

During their first (1st) year of employment as a permanent employee in the position - one (1) pair of rubber boots.

Thereafter, the rubber boots will be replaced on evidence of fair wear and tear.

Job security in the face of technological change

Technological change is often represented as an 'Act of God', something that 'just happens' and cannot be challenged. This is far from the truth. Employers plan, design and implement new technology (and processes) with the express aim of increasing efficiency and reducing labour costs (i.e., getting the work done by fewer workers). Trade unions that have been around as long as CSU 52 understand what this means for their members. Since the majority of our members are 'inside workers', they need to be protected in the face of increasingly rapid technological change. It has been clearly shown how rapidly new information and communication technology (ICT) can replace workers with machines.

It is difficult, in this area, to obtain collective agreement language that is worth the paper on which it is written. The first, which appeared in 1966, guaranteed little beyond discussion:

Article VII Other Terms and Conditions: The City will make every effort, all things being equal, to relocate employees in new positions with the cooperation of the employee and the Union.

One of the first instances of enforceable technological change language came in our 1970 Agreement with the City. The wording we obtained then is virtually unchanged today.

Article VIII - Other Terms and Conditions, 3 Layoffs, Rehires, and Transfers, Technological change

- (i) An employee classified as a permanent employee shall be considered displaced by technological change when his services shall no longer be required as a result of a change in a process or method of operation diminishing the total number of employees required to operate the department in which he is employed.*
- (ii) Permanent employees so affected will be given reasonable advance notice in order that they may take*

advantage of all available opportunities commensurate with their abilities.

- (iii) *The city agrees that wherever possible no employee shall lose employment because of technological change; however, whenever it is necessary to reduce staff, it will be done in accordance with the layoff procedures outlined in this agreement.*

The 1974-75 Agreement retained these provisions, but added language specifying that the City and the Union, in co-operation with Government, agree to participate in every way possible in training and retraining of employees displaced by technological change.

Job security in the face of contracting-out

With gains in pay, workers' rights and union power during the 'golden years' following the Second World War, employers began to increasingly search for ways to get out from under collective agreement provisions and find cheaper ways to get the work done.

At the same time, neo-liberal thinking began to make serious inroads into the idea of 'the public service' in the 1970's by relentlessly advancing certain ideas. Firstly, it was said that the private sector could get the job done more efficiently. Secondly, it was argued that the day of the devoted 'civil servant' was over and the only issue to be concerned about was the cost of their labour.

It was no surprise, therefore, that trade unions such as CSU 52 began looking for ways to protect their members, and that the first clauses on contracting-out began to appear in the mid-1960's. In 1967, the original clause was negotiated as follows in our Agreement with the City:

Article VII Other Terms and Conditions

In the event that it becomes necessary to subcontract or lease any of the work or services presently performed by any employee or employees covered under this agreement every effort will be made to absorb employees into some other job.

It was followed by wording in the 1978-80 Agreement which addressed contracting-out under the title of Job Security:

Losing your job is like being shipwrecked: a great experience if you survive it. Get through this and, in a way, nothing and nobody will ever really frighten you again.

Jack Miles

When a man tells you that he got rich through hard work, ask him whose.

Donald Robert
Perry Marquis

Article VIII Other Terms and Conditions,

8. Job Security

Without restricting its rights to determine the methods by which municipal services are to be provided, the City agrees that no permanent employee shall be laid off or have his employment terminated as a result of contracting out work or services of a kind performed by such permanent employee.

If any position to which a permanent employee has been promoted is abolished as a result of contracting out work, the employee holding such position shall revert to the permanent position he formerly held within the branch (if branches are named) or department concerned.

If there are no permanent positions available to which a permanent employee may revert as a result of contracting out work, then he shall have the right to firstly fill any position occupied by a temporary employee at the time of the layoff within the department concerned, provided that is qualified for the position and, secondly, fill any position occupied by a provisional employee at the time of the layoff within the department concerned, provided that he is qualified for the position.

If there are no positions available to which a permanent employee may revert within the department concerned, then he will be offered employment for which he is qualified in another department.

Should a permanent employee refuse to revert to another position within his department or refuse to accept an offer of employment in another department, then he will be laid off. In this event, he will be recalled in accordance with the provisions of 11.01.

The evolution of overtime pay

Overtime is a form of 'premium pay' intended to penalize the employer for inadequate staffing or scheduling patterns. From our members' perspective, overtime pay meant that they would receive some extra compensation for the disruption to holidays or domestic lives that unscheduled work can cause. Such language usually comes hand-in-hand with language defining Hours of Work, as the following articles from the 1990 – 1992 Collective Agreement we negotiated with the Edmonton Board of Health illustrates:

Article 6.01.04 Hours of Work

Hours of work schedules shall be posted seven (7) days prior to implementation and shall be maintained in a prominent place, readily available to the employees concerned. In the event that an employee does not receive seven (7) days notice prior to a change in his hours of work schedule, he shall receive overtime premium for the first shift worked after the change, unless he has received a minimum of twelve (12) hours off duty.

Article 6.02.05 Overtime Work

When the Board requires overtime work, it shall first endeavour to ascertain if its requirements can be met from those employees willing to work overtime, and only in the event of insufficient qualified employees being available will the Board be able to direct employees to work overtime. All scheduled overtime shall be distributed as evenly as possible among employees in their respective jobs. The Boards shall advise employees of an overtime requirement within a reasonable period of time of the overtime need arising.

In fact, overtime was mentioned in our main Collective Agreement with the City in 1919, long before it was ever provided in employment legislation. In this case, it was attached to the grievance article, which was actually intended to help the employer avoid paying overtime by hiring outside help:

Conditions of Work

(4) It is further agreed that, owing to the disturbed conditions of employment during the reconstruction period, overtime is to be discouraged, and where surplus work is to be disposed of, extra help be secured whenever possible.

Specific overtime rates appeared in our 1920 Agreement (e.g. double time for statutory holidays and Sundays, time and a half for other overtime and equal time in lieu if called to work on weekdays). It also protected night shift workers and ensured that all our members would have one day off in every seven:

Conditions of Work

(1) The regular hours and conditions of work shall remain as at present, except that where employees regularly having an afternoon off, are required to work on the afternoon, they shall be given equal time off in lieu of such time worked; if in the opinion of the Superintendent the operation of the Department will not allow of this, the employee shall be paid at the rate of double time for such time worked. In cases when an employee (who would not regularly be required to work) is required to work on legal or declared holidays,

The way to honor work, which we all claim to do, is first of all to pay for it.

Barbara Ehrenreich

they shall be paid at the rate of double time for such time worked. Where an employee, not regularly working on Sundays is required to work on any Sunday, he shall be paid at the rate of double time for such time worked. Where in the opinion of the Superintendent, it is necessary for any employee to work overtime, other than specified above, he shall be paid at the rate of time and half for such time worked.

It is also agreed that where an employee is required to work night shifts, he shall not work more than five nights consecutively.

It is further agreed that every employee shall have one day off in seven.

Employees at the Edmonton Public Library gained a new and very progressive clause in 1978 which allowed them to bank all or half of their overtime hours, with discretion to choose whether to redeem these as time-off or as pay-outs:

6.02.07 Banked Overtime

An employee shall have the option to receive overtime at his regular rate of pay and credit an equal dollar amount to his overtime bank, or to credit the total dollar amount to his overtime bank, to a maximum accumulated total time equivalent to an employee's regular hours of work in a week per banked overtime year. The time equivalent of dollar amounts of his overtime bank shall be scheduled as time off, as mutually agreed between the employee and the Board.

The time equivalent shall be calculated by dividing the dollar amount credited to an individual employee's overtime bank by the employee's regular rate of pay at the time the banked overtime is to be taken. Should the time equivalent of an employee's overtime bank be reduced as a result of rate change, the employee will be entitled to make up the difference such that his bank does not exceed the maximum regular hours of work in a week per banked overtime year at the new rate.

Any portion of the dollar amount credited to an individual employee's overtime bank shall be paid off in cash, at the option of the employee provided that such payment is made at a time agreeable to the Board. Any portion of an employee's bank paid off in cash is to be included in calculating the employee's maximum annual bank. If the employee requests a payout prior to the last pay ending in September, it shall not be included in the next banked overtime year's maximum annual bank.

If, on the last pay ending in September of each year, an employee has accumulated time remaining in his bank and he elects to carry over said time to the next banked overtime year, he shall have the time equivalent of the carry-over

included as part of the maximum for that next banked overtime year

The importance of seniority as a basic right

Seniority is the cornerstone of every collective agreement; without it, very few other articles could be enforced. It refers to the longstanding idea that long-term employees acquire certain rights to their work, which entitle them to priority when it comes to such issues as promotion, lay-off and recall and pay.

Reference to seniority for CSU 52 members goes back to the 1919 Collective Agreement with the City of Edmonton, which provided for the last hired to be the first laid off practice. It also contained other standard features, except that preference was given to War veterans under a Leave of Absence clause:

(2) All promotion will be governed by fitness and ability. When a vacancy occurs the head of a department will appoint a Senior employee without discrimination who in his opinion is entitled to it, but this will not prevent any employee senior to the one so appointed claiming the position by right of seniority. In accordance with the above clause, consideration shall be given firstly to permanent employees who are members of the Department concerned, and secondly to employees of other Departments. When it is necessary to go outside the service to secure employees, preference shall be given to returned soldiers. When in the opinion of the Superintendent it is necessary to reduce the number of employees in the Department, he shall, as far as it is practicable, having regard to efficiency, lay off first the last man employed and so on. If more employees are required, the last man laid off if available and competent will be given the preference of re-employment. When any employee has been advanced to a new position and such new position is affected by a reduction of employees, the employee so advanced shall be reduced to the position and the rank from which he was last advanced in preference to being laid off.

Twenty-five years later in 1944, seniority was tied (curiously) as a function of an employee's grade and wage in a very brief clause which said:

7. In applying the principles of the seniority clause of the general agreement, seniority shall be determined by the grade and wage at which the employee is working, but in the absence of definite class, the employee drawing the lower wage shall be considered the junior.

On the evening bus, the tense, pinched faces of young file clerks and elderly secretaries tell us more than we care to know.

Studs Turkel

Eight hours for work.
Eight hours for rest.
Eight hours for what you
will.

Banners at the
Tompkins Square Rally
for the Eight-Hour Day,
1874

Up to 1956, seniority was effective only within City Departments and operating units, meaning that a long-term employee would have no rights outside of the Department. In that year, seniority was changed to apply across the entire Civic Service; however, positions and steps within the same job group would still be considered before length of service.

11. Seniority -Notwithstanding the provisions of the agreement between the City of Edmonton and the Edmonton Civic Employees' Federation, seniority shall not be confined to departments or branches but, insofar as employees covered by this agreement are concerned, there shall be one order of seniority throughout the Civic Service. Seniority shall be governed, in the first place, by the job groups of the employees concerned, an employee occupying a position in a higher job group being senior to an employee in a lower job group. Where two or more employees whose seniority is being considered, are in the same job group, then seniority shall be determined by the step within the group. If seniority cannot be determined in the manner described above, length of service with the City shall be the determining factor.

Union security in the Canadian model

The struggle for the right to belong to a union and to bargain collectively with the employer has been a long one, stretching back before Confederation and the strike of Toronto printers in 1872. Unfortunately, it is still not totally secure today.

For some time after John A. Macdonald's government passed the first *Trade Union Act* in 1872, union security remained an unstable right that depended, to a large degree, on the strength of the union and the employer's willingness to recognize it.

A major change occurred in 1944 when Prime Minister Mackenzie King pushed through a War Measures Act known as PC 1003 in an effort to stem the labour militancy and union growth that came with labour shortages during the Second World War (one out of three industrial workers had been on strike in 1943).

PC 1003 provided that when a majority of employees in a bargaining unit clearly indicated a desire to be represented by a union (a certified bargaining agent), they would be granted a certificate compelling the employer to recognize and bargain with the union exclusively, and to abide by the terms of the agreement. The employees,

meanwhile, would have to give up the right to strike ('wildcat') during the life of the agreement, and the Union would be held responsible for enforcing the 'peace' with its members. After the War, PC 1003 was incorporated into provincial legislation across Canada, providing a model for collective bargaining which survives to this day.

Public sector workers such as members of CSU 52, however, had to wait for two decades to earn the same right, during which their position remained in limbo (they are still treated differently today). Lobbying, walk-outs and other pressure tactics led to a massive strike by postal workers, members of the Canadian Union of Postal Workers, in 1965. The federal Liberal government of Lester B. Pearson finally relented, and extended full collective bargaining rights to its employees under the *Public Service Staff Relations Act*.

Unfortunately, provinces such as Alberta did not immediately change their legislation to include similar guarantees, and unions such as CSU 52 were left to negotiate their own recognition language, which until 1969 did not go much beyond the union's legal authority to bargain

1. Recognition

The City recognizes the Union as a sole collective bargaining agent in matters with respect to wages, hours, fringe benefits and working conditions for all employees covered by this Agreement. Additional fringe benefits which may from time to time be negotiated by the Edmonton Civic Employees Federation shall form part of this Agreement.

In 1969, the Union negotiated major changes, adding a 'no discrimination' clause to protect Union activists and officers, as well as a mandatory leave of absence for full time Union officers. We also won a mandatory dues check-off (Rand formula) requiring the employer to forward to the Union all dues it had collected, accompanied by a list of employees covered by the collective agreement for each pay period.

In 1974, the 'no discrimination' clause was expanded to protect members from discrimination not only as union members but also based on gender, religion, race, age, marital status, political affiliation and place of residence.

Most discrimination clauses in today's Agreements no longer mention union status, as it is now covered by legislation. However, they bar human rights discrimination (age, gender, race, etc.) on the part of both employer and union. The latest 2007-2010 EPCOR Agreement, however, retains the 1974 protection of union members.

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1.2. No Discrimination

The Union and the Company will make every reasonable effort to ensure that employees are able to work in an environment free from harassment and neither party shall discriminate against an employee by virtue of the employee's sex, religion, race, age, marital status, political affiliation or place of residence.

There shall be no discrimination against any employee by virtue of their being or performing their duties as a member of the Union.

One more change made CSU 52's union security clause complete. A clause requiring the employer to recognize specific union officers, committee members, shop stewards and other authorized representatives as specified by the Union was achieved by CSU 52 negotiators in the City Agreement for 1977-78:

5.06. Names and Addresses of Representatives

The Union shall inform the City in writing as to the names and addresses of its officers, negotiating committee members, shop stewards and any other persons who are authorized representatives of the Union in matters which are appropriate under the provisions of this Agreement. The Union shall also inform the City in writing of any changes to such list of names.

Grievance procedure: The right to tell our side

One of the major benefits of belonging to a union is that it restricts the arbitrary right of an employer to do whatever it wishes with an employee. It does not mean that employees will automatically be assured of all the rights in the collective agreement; it only means that where there is a disagreement over these rights, the employee's side will at least be heard.

A grievance procedure cannot stop an employee from being fired or disciplined but it ensures that the employer must show that it had 'just cause' for the firing – the 'capital punishment' of employment. This right extends to all the rights (e.g. such benefits as sick leave, overtime pay, or promotions). The employee who feels short-changed can demand a 'day in court'.

This is why appeals and grievances are so important. They provide a method for enforcing the collective agreement. Without them, rights in the contract could be worthless as neither party would be compelled to observe

them. More to the point, workplace decisions are usually made unilaterally by management with little opportunity for Members to make their views known, or to object to unfair treatment, and this is where the grievance article becomes important.

The current grievance procedure for the City of Edmonton is contained in Article 16, Dispute Resolution Process, which is designed to achieve workable solutions to disagreements over the application of the Collective Agreement with a minimal amount of time and cost through open, face-to-face dialogue by the people affected. It resembles the language which appeared for the first time in the City of Edmonton Agreement in 1969, and has been emulated in CSU2 Agreements with other employers.

The employee who feels short-changed can demand a 'day in court'.

Article VII other Terms and Conditions,

10. Grievance Procedure

(a) Any employee, or the accredited representative of the Union, having a grievance arising out of the interpretation, application, operation or an alleged violation of this Agreement shall take the matter up with the union within seven (7) days of the alleged violation

(b) If, after investigation, the Union considers the grievance a just one, it shall have the right, within seven (7) days thereafter, to be heard by the superintendent of the applicable department. In making application for a hearing, the Union shall outline in writing the matter complained of. The hearing shall be given within three (3) working days of the date when application was made. The superintendent shall within three (3) working days following the hearing give his decision in writing to the Union.

(c) The Union shall have the right to appeal to the City Commissioners against the decision of the superintendent and in so doing shall file with the City Commissioners and the Personnel Department a written statement of the appeal, as well as a copy of the decisions and the reasons of the superintendent. Such appeal shall be filed within five (5) working days following the receipt of the decision of the superintendent.

(d) The Personnel Department will review the appeal within seven (7) days after it has been filed with them and if a settlement cannot be reached, will arrange a hearing with the City Commissioners who shall file a decision within three (3) working days after the conclusion of the hearing.

(e) If the Union is not satisfied with the decision of the Commissioners, the Union may refer the grievance to a Finalizing Committee constituted under the provisions of the Agreement as follows:

The Union and the employer shall each appoint one member to represent the respective parties on a Grievance Board and the two members so appointed shall endeavor to select an independent Chairman. Failing to agree on

the selection of a suitable person to act in that capacity, they shall request the Minister of the Department of Labour to select a Chairman.

The Grievance Board shall not be vested with the power to change, modify or alter any of the terms of this Agreement. All grievances submitted shall present an arbitrable issue under this Agreement, and shall not depend on or involve an issue or contention by either party which is contrary to any provision of this Agreement or which involves the determination of a subject matter not covered by, or arising during the term of this Agreement.

The findings and decision of the Grievance Board on all arbitrable questions shall be binding and enforceable on all parties. A decision of a majority of the Grievance Board shall be deemed to be a decision of the Board.

This approach to grievances changed significantly a few years ago, when the current Article 18 was negotiated in the Agreement with the City. The focus is now much more on problem-solving, to include issues that are not even reflected in the collective agreement. Informal discussion will now be followed by a period of ‘consultation’ in which the sides attempt to reach a mutually-satisfactory resolution in a non-adversarial manner. A formal grievance will be launched only if this fails.

The roots of our ‘fringe benefits’

While most media attention during negotiations is focused on pay rates, our so-called fringe benefits deserve much more credit. This is the area in which trade union membership makes the most difference. In fact, benefits add about 30% to the value of our employment compensation, and unionized workers are many times more likely than non-union workers to enjoy these ‘extras’.

The notion that benefits are somehow on the ‘fringe’ goes back to days when the employer owed only the ‘common law’ duties to its employees: pay for time actually worked, some idea of continuous employment, some health and safety, and notice of termination. Such benefits as sick pay had to be negotiated, and in the early days such guarantees were few and far between. For the most part, workers who fell ill or were injured would lose pay for those days, and would be very lucky not to lose their jobs.

One of the most basic benefits CSU 52 members enjoy is ‘replacement pay’, which is triggered when we fall sick or become incapacitated. In fact, the basis of this benefit goes back to the first program of paid sick leave instituted in 1919, which read as follows:

*I regard my workpeople
just as I regard my
machinery.*

*Mill owner at
the Lawrence Mill Strike,
1912*

4. *Leave of absence:*

(d) Upon satisfactory proof being furnished to the Commissioners that a permanent employee within the meaning of the provisions of this clause is prevented from continuing his or her employment through personal illness or compulsory quarantine, the said employee in addition to his or her annual vacation leave shall be entitled to not exceeding two weeks sick leave in any one year provided however that in exceptional circumstances necessitating a longer absence than two weeks the City agrees to submit such cases, upon application, to an independent board consisting of the City Commissioners, the Medical Health Officer and a representative of the party of the second part, which board may extend the period of absence.

Thirty years later in 1949 the Edmonton Civic Employees Federation contracted with private insurers to provide sickness insurance and some medical services providing a marked improvement in benefit levels. As with so many for-profit medical schemes, the interest of the providers and the members were opposed, and this led to disputes.

One of the first consistent mention of benefits appeared in our collective agreements in 1970 as a brief clause about medical, income replacement and life insurance, with no other attached details of the plans.

Article VII - Fringe Benefits

4. *Medical, Income Replacement and Life Insurance Benefits*

Every person covered by this Agreement shall be bound by the conditions specified in the various plans developed for the employees' security as agreed upon by the City and the Union and shall be eligible for such benefits as are set forth in these plans which cover medical, income replacement and life insurance.

In 1974, the employer contributed 65% to the income replacement fund. It was possible to bank unused sick days up to approximately two years and sick days were paid out at retirement. The group life insurance was mandatory, with the City and employees splitting the cost 50/50. The City paid 50% of health premiums, including major medical and hospital. There was no provision for dental care.

A search for a complete, consistent and reliable plan to cover members' needs goes back to 1965, when the Unions involved in the Edmonton Civic Employees Federation founded a non-profit society to replace the private insurers. The Edmonton Civic Employees Sick Benefit Society provided disability insurance and medical benefits to active and retired civic employees.



The Edmonton Civic Employees Sick Benefit Society provided disability insurance and medical benefits to active and retired civic employees.

“The object of the Society is to provide funds for the purpose of paying weekly wage benefits to members when illness renders them unable to perform the duties incidental to their employment with the City of Edmonton and for the purpose of paying comprehensive medical service benefits including surgical benefits and hospital and major medical benefits to members and their eligible dependents and for these purposes to raise funds by requiring members to pay regular bi-weekly dues, by receiving contributions from the members’ employer, the City of Edmonton, by obtaining donations by investing its surplus funds in interest and dividend bearing securities and investments and by such other lawful means as the Society’s executive committee may from time to time decide upon and to do all such other things as may be necessary for or conducive to the attainment of the said object.”

With the advent of Medicare in 1968, many of the services provided by the Sick Benefit Society became redundant. It was wound down over the next few years, during which time the Edmonton Civic Employees Federation continued to negotiate ancillary disability and medical benefits on behalf of CSU 52 and other unions. After 1973, the Edmonton Civic Employees Federation ceased to negotiate any contracts with the City of Edmonton on behalf of CSU 52. Beginning in 1974 all health and welfare benefits belonging to CSU 52 members had to be contained within their own collective agreements.

In 1978 CSU 52 negotiated their first dental plan with the City of Edmonton. The plan was launched on October 1, 1978 with a 50/50 cost sharing between the City and employees. One year later the City assumed 65% of dental costs and employees only 35%, and orthodontic benefits were added to the plan.

Small incremental improvements to short and long-term disability and medical and dental benefits continue to take place. Today, and for some time, benefits negotiated by CSU 52 have been compiled in a supplement to the main agreement, such as our current Part II, Health and Welfare Benefits. This includes an income protection plan, a long term disability plan, group life insurance, Alberta Health Care, a supplementary health care plan and a dental plan.

Workers’ Compensation Top-Up Benefit

There was nothing like our current Workers’ Compensation Board (WCB) at the time CSU 52 was founded. The current system of ‘no-fault’ insurance based on the ‘Meredith Principles’ came into effect federally and in Ontario in 1914. This was partially due to the sustained pressure exerted by Canada’s trade unions. However,

Canada's largest companies also saw it as a way to indemnify themselves against law suits for injury or death caused by their negligence.

Workmen's Compensation (as it was then called) did not come to Alberta until 1918. Even then, an injured worker and family could never expect to see full replacement for lost wages. In fact, pension awards reduced many WCB recipients to poverty.

This is why unions such as CSU 52 negotiated 'WCB top-ups' to bring take-home income up to pre-injury levels. Our first Workmen's Compensation clause appeared in 1969 (it was already mentioned in 1967, but only in reference to vacations). It required the City to pay the difference, to make the compensation equal 100% of the worker's accustomed wage; virtually the same provision as today, save the specification of net instead of gross wage.

Article VI - Fringe Benefits

5. Supplementation of compensation award

If an employee is prevented from performing his regular work with the City on account of an occupational accident that is recognized by the Workmen's Compensation Board as compensable within the meaning of the Compensation Act, the City will supplement the award made by the Board for loss of wages to the employee by such an amount that the award of the Compensation Board for loss of wages together with the supplementation by the City of Edmonton will equal 100% of the employee's regular wage. The said supplementation shall not be payable to any employee entitled to compensation after pension age if such an employee is entitled to a pension or after the full age of sixty-five years if such an employee is not entitled to a pension. Subject to the foregoing limitation, the procedure to be followed in operating this policy shall be as follows:

(i) Any permanent employee, on completion of the necessary assignment to the City of his compensation payments for loss of wages, will be carried on the payroll of the City at 100% of his regular wages until the Compensation Board certifies that he is able to return to work or until granted a permanent pension by the Board for either partial or total disability, whichever may be sooner.

(ii) The cases of compensation to casual employees shall be referred to the city Commissioners for authority to supplement the Workmen's Compensation Board Award and if such supplementation is approved, it will be made from time to time as the advices of compensation payments are received from the Compensation Board. In no event, however, shall the period of supplementation for casual employees exceed three months without the approval of the City Commissioners.

The only effective answer to organized greed is organized labour.

Thomas Donahue

We never forget that all of our victories are temporary and provisional and that what we have gained at the bargaining table and in the legislature can be swept away...The labor movement was built for the long haul.

Lane Kirkland

The compressed work week

One of the Union gains most highly-prized by our members is the compressed work week. Today, many full-time City of Edmonton employees can work nine days in two weeks, getting an extra day off every second week for a 'long weekend'.

The exact language was a long time coming. In January 1971, City Commissioner S.J. Hampton asked Personnel Director R.D. Bowen and the Superintendents of Civic Departments to consider the possibility of three or four-day work weeks for the Civic Service. He was excited about reports he had read in the latest copy of *Fortune Magazine*, and wanted his managers to identify areas where a pilot scheme could be commenced. He also wanted to include the Union:

This study is not a confidential nature. It can be and perhaps should be discussed with the various Union officials. It has only one main objective and that is to make our system more efficient and, at the same time, give better working conditions to our employees.

The initial scheme involved a 3-day week. This was abandoned on April 30, 1973, not because of resistance from the employees or the Union, but because of concerns raised by the Commissioner that service to the public was being adversely affected.

The current Compressed Hours of Work Program for the City of Edmonton came into effect in 1981, affecting full-time employees in workplaces that opt for the Program. Article #1 in the Addendum to the CSU 52 Collective Agreement with the City allows employees in certain workplaces to take advantage of a 'compressed work week' option:

6.01.01. Except as hereinafter provided, the regular hours of work of employees participating in a compressed hours of work program shall be seven and one-half (7.5) hours per day, exclusive of unpaid lunch periods, nine (9) days per bi-weekly pay period.

While the program is very popular with employees, it may be terminated by either the employee or the

Department with adequate notice. Other 'flexible work week' programs have been initiated with employers organized by CSU 52.

The Story of Pensions

While our pensions today are provided by statute, they are a benefit of employment that was originally negotiated and had to be protected by a vigilant union movement from attacks.

Previous to 1967, staff of all City Departments contributed to a negotiated City of Edmonton Pension Plan. Movement towards a statutory Plan began in 1962 when the Province of Alberta passed the Local Authorities Pension Act to cover all public sector employees working for cities, towns, school divisions, hospital districts and other municipal bodies.

It was only when the Plan was further improved in 1966 that the membership of CSU 52 and Edmonton's other civic unions would approve, almost unanimously, a transfer of their Plan and benefits to the Local Authorities Pension Plan. On January 1, 1967, all were transferred except for the Police, who were placed under the Special Forces Pension Plan. The millions of dollars in the existing Fund had to be distributed amongst all contributors, and the Unions assisted the City in a concerted effort to locate all beneficiaries and dependents.

Not only did the new Plan offer a basic retirement formula almost 25% better than the old City pension; it contained superior early retirement provisions to give a person retiring after age 55 almost twice the benefits of the old Plan with broader death and disability benefits. Best of all, pension credits were 'portable' (i.e., they would be honoured if an employee went to work elsewhere in the Federal or Alberta Public Service, including Alberta Government Telephones).

Things went well until the early 1990's when the Province began a plan to divest itself of direct control of its six public sector plans and to place them under independent Boards. At that point, we learned that many of these Plans, including ours, had been badly underfunded. In some cases, there was no Fund *per se* because the Province had been dumping employee contributions into General Revenues. Under the old Plan, the City had been investing employee and employer contributions into a sinking fund and made up liabilities at the time of the transfer. However, an unfunded liability remained, which the Province could not quantify at the time.

The Province wanted to cut loose these underfunded plans it seemed, with only a token contribution to the newly-created Funds. Virtually all trade unions and associations in the Province answered the call of the Alberta

Federation of Labour in 1991 to form a common front of public sector unions to take its case to Provincial Treasurer Dick Johnston. Like other non-affiliated unions, CSU 52 paid a common defense fund and the campaign was underway.

Everyone sent delegates to meetings to press their demands that the Province provide more security and funding. In the end, the fight was worth it as Dick Johnston and the Provincial Government made a number of significant concessions, including massive infusions of funds into the new Pension Funds. It was not sufficient but a good start to ensure that retirees would enjoy the pension benefits for which they had worked.

Making History with the Duty to Accommodate

Some of the greatest gains made by trade unions in the last few years have been in the Duty of Accommodation. In 2007, CSU 52 and eight other civic unions made history in this regard when they hammered out a Duty to Accommodate Framework Agreement with the City of Edmonton, the first of its kind in Canada.

The Framework Agreement builds on rights provided in Alberta's Human Rights, Citizenship and Multiculturalism Act and the Canadian Charter of Rights and Freedoms that protect all citizens from discrimination in employment, and makes the employer responsible for finding some way to accommodate employees up to the point of 'undue economic hardship'. It sets out jointly-agreed processes, protocols and dispute resolution procedures to ensure that the needs of members in all nine unions are properly handled.

A disability under the Agreement is defined as either a physical or mental condition that is both: (i) permanent, ongoing, episodic or of some persistence, and (ii) significantly limits an employee's ability to do their job. It covers both visible and invisible disabilities.

The aim of accommodation is to overcome barriers created by such a condition by finding alternate work arrangements, which can mean finding another existing job that the employee can perform, or providing special tools or modifications to the work environment. It could involve a change in job description, hours of work, or even moving to another department, under another union agreement. In all cases, however, the Union will play a pivotal role to ensure that both member and Union concerns are taken into account, balanced against the employer's right to run a productive operation.

City of Edmonton employees today tend to take it for granted that they get health coverage and sick days with short and long term sick leave at a fairly good percentage of wages, as well as six weeks vacation a year, all of which aren't normal in private industry. Yes, there were a lot of benefits, but when you became a City employee you sort of took it for granted - these came with the job. You didn't really realize that they got there because of some unions, and hard working people in the past of those unions.

Andre van Schaik, City of Edmonton Planning Department



A gender bias



One of our biggest victories came in the mid 1970s, when we got maternity leave for our women members. Prior to that there was no maternity leave, and women had to actually quit their jobs when they got pregnant. If they wanted to come back, they had to be rehired, and not necessarily into the same position. Union 52 was successful in getting a six-month maternity leave, which is up to 12 months now. I believe we were the first in Alberta to get that in our collective agreement.

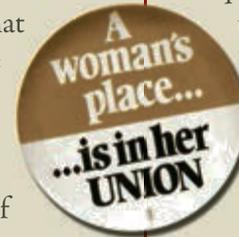
Zonia Wuschenny,
Chief Shop Steward

Today, there are more women than men in the ranks of CSU 52, all of whom benefit from the long uphill battle waged by CSU 52 and the rest of the labour movement to ensure equal pay and equality of treatment for all their members. While we have won a number of victories on the road to gender parity, a number of barriers to full equality remain.

As late as 1955, CSU 52 was protesting the treatment of women employees in the City service. In fact, figures taken from City reports in the late Fifties show that gender discrimination was deeply embedded in Edmonton's employment policies, and that employment was still a predominantly male matter. (Note: A formal system of Position Establishment for the Civic Administration was not set up until 1956, at which time the intent was to reduce the number of positions on the payroll.)

Progress in this situation came at the bargaining table, where CSU 52 won contract language such as the following in our Collective Agreement with the Public Library Board:

5.02 There shall be no discrimination or harassment against any employee by virtue of their being or performing their duty as a member of the Union or by virtue of sex, sexual orientation, religion, race, age, marital status, parental status, political affiliation, mental or physical disability (provided that the disability does not interfere with the person's ability to perform their work) or place of residence.



At the same time, the trade union movement continued its longstanding political campaign for changes to legislation. In 1966, the Province responded by passing a Human Rights Act listing gender as a 'prohibited ground' for discrimination in matters relating to employment. It wasn't until 1972, however, that it created a Human Rights Commission to act on any complaints. Today, it is illegal for employers to discriminate against any employees or potential employees for any reason relating to gender; in fact, it is even illegal to inquire about gender in the recruitment and selection process.

CSU Elects a Woman President

In October 1990, CSU 52 members elected their first – and only – woman President, when they chose Shirley Wood, a library assistant in the Edmonton Public Library to replace incumbent Frank Zaprawa.

At that point, our membership was about 65% female, and many were looking for a different approach to negotiations and Union operations. That year, Edmonton had coincidentally voted in Jan Reimer as its first female mayor, and the Federal New Democratic Party had just elected Audrey McLaughlin as its first female Leader.

As it turned out, however, Wood would not survive a full term. Union infighting and other problems took their toll, causing her to resign early in 1992. She was replaced by Vice-President Peter Neuschafer, who served as President for the remainder of the term.

Shirley Wood, CSU 52 President, 1990 to 1992.

What our members did during the Wars

It is worth knowing that a great many City employees enlisted for military duty during the First and Second World Wars. It is also worth remembering how Unions such as CSU 52 ensured that the rights of these brave individuals would be protected while away and upon their return.

Scores of able-bodied civic employees became part of such units as Edmonton's legendary 49th Battalion, originally commanded in the First War by Lt.-Col. W.A. (Billy) Griesbach, Edmonton's first Mayor. They enlisted at the 106th street Armoury, where the City of Edmonton Archives are now housed, trained at our Exhibition Grounds, and left for England from where they would be deployed to such places as Ypres, an area of trenches called Sanctuary Woods, and Passchendaele. In the Second World War, they would take part in the invasion of Sicily, fight at Ortona and go to Holland, before the lucky survivors could return home as heroes.

One of the sad legacies of the First World War was the number of veterans who returned home after serving their country in one of the bloodiest and unforgiving of wars, only to be met with unemployment, rejection and a lack of respect. In fact, these veterans were at the centre of the strikes, protests and radical organization that took place across Western Canada after the war. These culminated in the One Big Union (OBU) and the 1919 Winnipeg General Strike, as well as a number of sympathy strikes in Edmonton, Calgary and other western cities.

When World War I broke out, Edmonton was in the midst of a terrible economic slump. Measures were taken to look after the dependents of enlistees "to prevent the suffering of any dependents left behind by those who have already gone to the front." As well, "every soldier of Canada or the Empire or any of its allies who leave dependents in Canada, shall have those dependents as well looked after during this absence as they would be if the war had not been forced upon us."

On October 6, 1914, City Council passed a resolution to "investigate the cases of all people who were employed by the City prior to being taken by the Militia Department for active service either here or abroad, and that arrangements be at once made to supplement all other grants to a sufficient extent to equal the salary they would be drawing if still in the employ of the City." It also authorized the sum of \$2,500 to match funds being raised across the City (e.g. the Canadian Patriotic Fund and a fund administered by the Edmonton Board of Public Welfare).

At the close of that War, the following clause appeared in CSU 52's Collective Agreement:

4. Leave of Absence;

(c) When an employee has enlisted in His Majesty's forces or in the forces of any of His Majesty's Allies, or is called up under the Military Service Act, he shall be granted leave of absence without pay, until six





months after he is discharged from the forces or until one year after peace is declared by Great Britain and her Allies, provided always that such position is still in existence. In the event of such position not being in existence, the same consideration shall be extended to the discharged soldier hereinbefore referred to as to other employees applying for a position in the service of the City, with due respect to qualifications.

When City employees once again joined the War effort in 1939, the Edmonton Civic Employees Federation pressured City Commissioners for assurance that enlistees would not be left high and dry when they returned home. Their jobs should not only be saved, they also needed a guarantee of seniority, supplements for their army pay and continuation of all pension fund and life insurance payments for their period of service.

Edmonton's per capita enlistment was among the highest in Canada in WWII; 15,000 citizens would eventually go overseas and 550 would die. There was clear resolve to treat veterans better than before. There were demands by the City unions, who reminded the City that people who put their lives on the line for their country should not be penalized when they return home.

On October 19, 1939, City Council voted on a motion which read in part:

That permanent employees of the City as defined in the present Union Agreements who voluntarily enlist in the military, naval or air force or nursing serves of any member of the British Commonwealth of Nations or of any of the allied forces for the duration of the present war will be and are therefore granted leave of absence during such period of time as said employees are engaged in such service and for six months next following the date of discharge from such Service.

Military women on parade on Jasper Avenue, 1942.

And it is declared that said employees so given leave of absence shall be entitled to retain all seniority rights in the civic service held by them respectively as at the date of enlistment, but only to such an extent as the City may deem reasonable and practicable having regard to the circumstances of the individual employee concerned. ...

Should the position held by any such employee be left unfilled or have been suspended or abolished during leave of absence, the employee concerned ... shall be entitled to a position, if and when available, of the same or similar nature in the civic service as nearly comparable as possible to the position held by such employee at the date of enlistment.

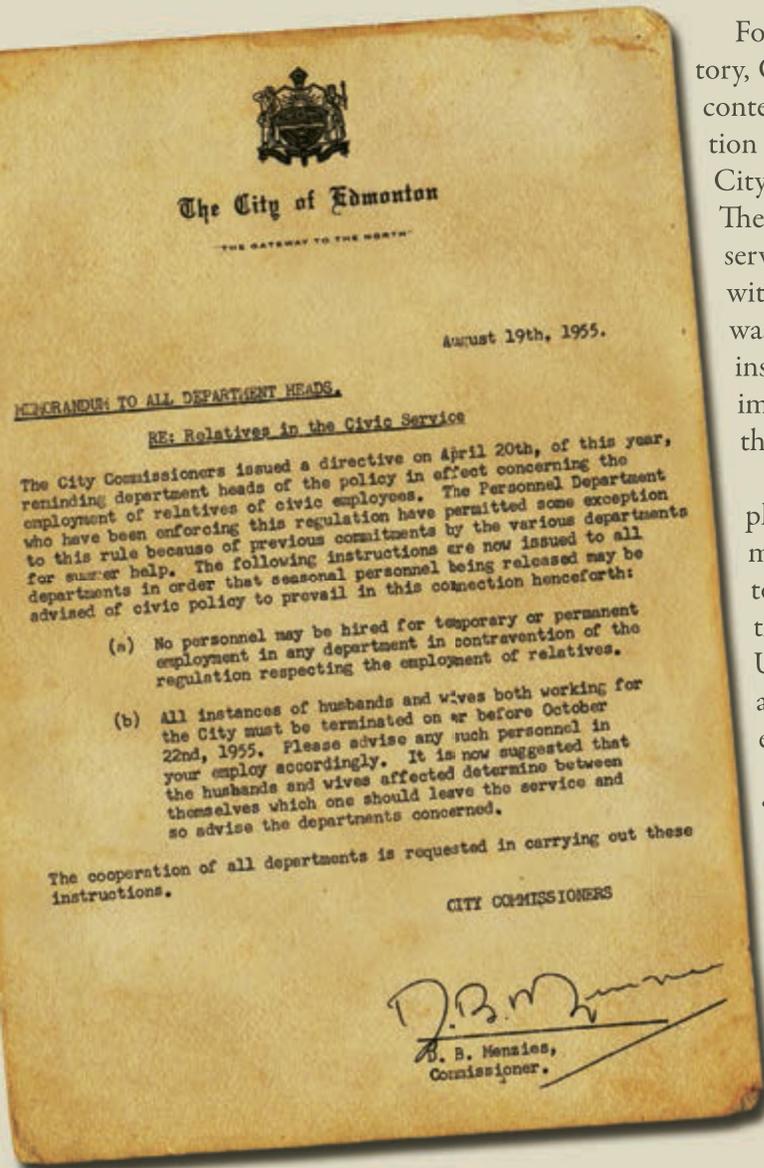
During the War, not only were civic employees prepared to be leading contributors to the blood bank; in a move that would be considered highly unusual today, the City kept a record of the blood group to which each employee belonged. Moreover, civic employees were solidly behind the 'Victory Loan' movement, which had been established.

An unfortunate and dark side of any War are the suspicions that are almost automatically aroused about potential subversives and troublemakers. Edmonton's City Commissioners were asked to search their rolls and disclose any employees who might be 'suspected by the police', to include 'unnaturalized aliens' and immigrants who had yet to apply for Canadian citizenship.

Following the financial crash of 1913, the First World War quickly soaked up any unemployed workers in Edmonton, and as the price of wheat went steadily higher, agriculture boomed. However, this was not nearly enough to sustain growth, and our City's population dropped by almost 18,000 between 1914 and 1916, seriously affecting City finances. The pay of City employees was cut, contracts for sewer construction were unilaterally cancelled and the power plant was leased to a private company in 1916. Our police force was cut by more than half. The city took over thousands of lots for non-payment of taxes (many in the river valley) following the flood of 1915, and a civic income tax was introduced in 1918-1920.

The opposite scenario took place in World War II. Our City played a significant role in the British Commonwealth Air Training Program, and with the U.S. entering the war after 1941, Edmonton became a major supply site for the construction of the Alaska Highway by the U.S. Army engineers, involving 11,000 soldiers and 16,000 Canadian and American civilians, as well as the Canol Pipeline to deliver oil for the war effort. American dollars, soldiers, and contractors swept into Edmonton creating a housing crisis. Edmonton also became a vital point in the Northwest Staging Route, and with the U.S. Air Force Alaska Wing headquartered in Edmonton, Edmonton's Blatchford Field became one of the busiest airports in North America (on a single day, September 29, 1943, 860 American planes flew into the city).

Servants or Employees



For the longest time in Edmonton's history, CSU and its sister civic unions had to contend with the deeply-entrenched notion that employees who worked for the City were different than other workers. They were 'civil servants' whose role was to serve the public - and we had no trouble with this idea. What we argued against was the idea that this made us 'servants' instead of 'public employees' with the implication that our employer could therefore treat us in a substandard way.

Servants have fewer rights than employees, and normally have to accept more responsibilities and obligations to their 'masters'. Furthermore, the idea that we were 'servants' implied that our Union was less able to represent us fully and to protect our common interest as employees.

The idea that an employee is a 'servant' refers to the early days of the Master & Servant Act, with roots in the Middle Ages, when one's 'master' was not only a supervisor or manager; he occupied a higher place in the social order and had full right to treat you as he wished, getting his way through a combination of punishments and rewards.

This idea was reinforced for us by a special Code of Conduct we were all expected to sign as a condition of employment even though it took all the common law 'servant' duties of fidelity, good behavior, etc. one large step further than for most employees.

As late as 1978, City Council proposed a Code of Ethics for its employees about which CSU 52 reported to its members as follows:

.. the general feeling among the union representatives is that the proposal is unnecessary and the draft is, in fact, not a Code of Ethics at all, but merely another set of rules designed not only to regulate lifestyles while at the workplace, but also in an employee's home life. The draft is very negative in its wording and is tied into the City's discipline policy. It deals with an employee's political activities and is, in fact, simply another list of rules and regulations enunciating a series of 'thou-shalt-nots - or else!'

(Bulletin, August 1978)

'Servant status' also meant that certain taxpayers felt that they could make special demands of the City regarding our terms and conditions of employment. Perhaps one of the most pernicious of all inferences was the idea that the Master could direct the conduct of his 'servants' beyond working hours, reinforcing the notion that, in some respects, he owned them. This idea gave rise to all sorts of arbitrary rules that would be considered intolerable in most other workplaces.

(e.g., working outside of hours, residency, dress codes, employment of relatives, temperance, smoking). Furthermore, while some of these rules may seem acceptable, it is notable that they were mostly directed one way; at the rank-and-file worker and not at Commissioners or managers.

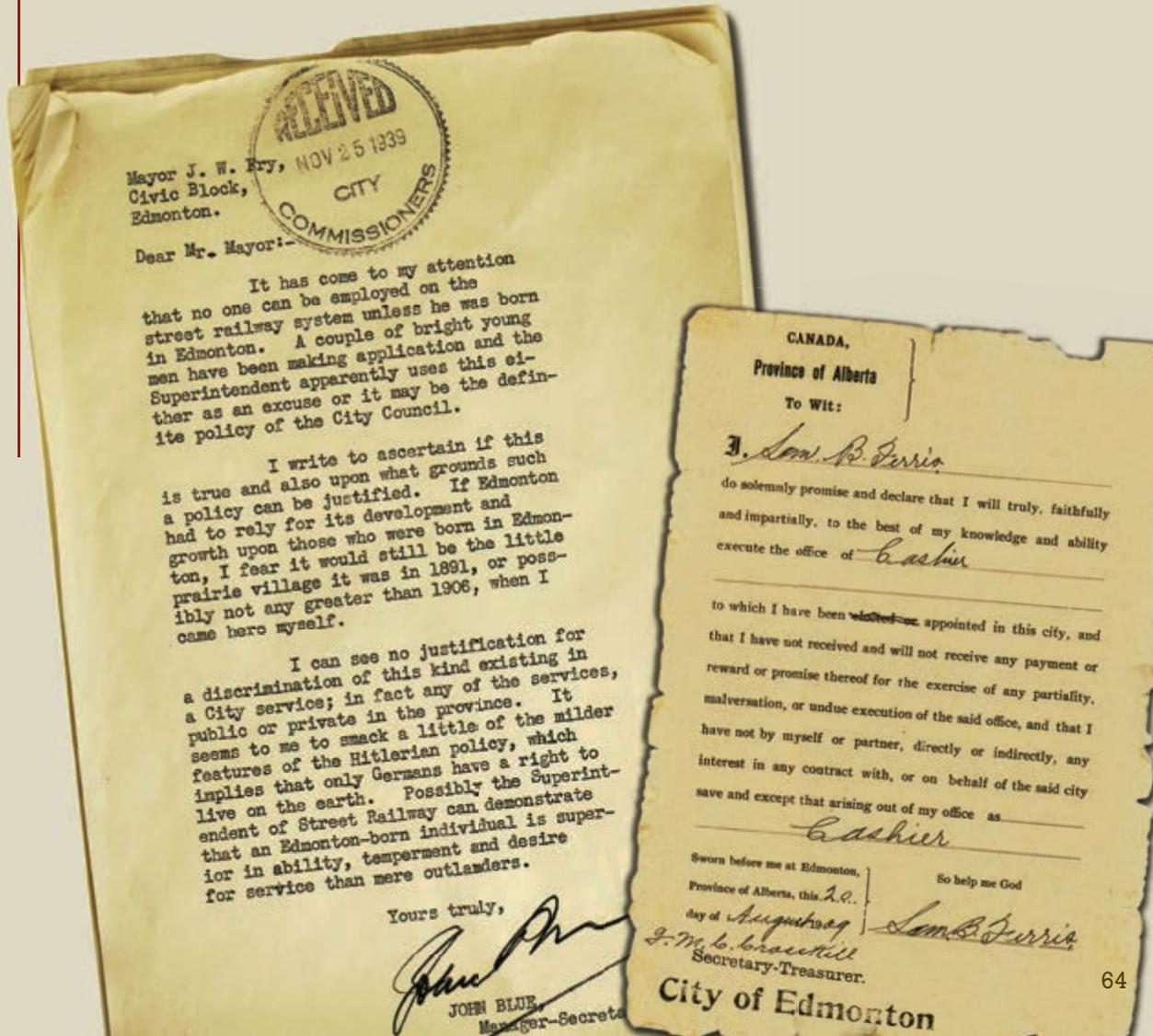
Layered on top of these Master-Servant rules was a system of scientific management imported into Canada's public service after the First World War. This system attempted to increase productivity by measuring and controlling every aspect of the servant's work through detailed job duties, policies and procedures, time clocks, etc.

When Masters have unfettered rights to treat Servants as they wish, there is no end to what they will think of. As an interesting contrast to the current law against discrimination, for example, was a preference for British employees that was laid out in City policy in 1922:

*Clause 2 Nationality of Employees
Preference shall be given in all cases of employment in the Civic Service to those of British Nationality.*

The prime mission of any union is to transform its members' status from that of servants to that of employees who enjoy a full range of legal rights.

Winston Gereluk, Athabasca University



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Interviews were held with: Marion Leskiw, Gary Iskiw, Leo Derkach, Leslee Stout, Zonia Wuschenny, Cathy Owens, Amanda Hall, Peter Neuschaefter, Gary Ahlstrom, James Cox, Andre Van Schaik, Maria Halushka, Dave Loken, Kathleen Rutledge.

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