



CEMA Newsletter

March 2020

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COVID-19 Update

Please continue to check and refresh the link to the Employee Guide for updates on City policies and procedures relating to COVID-19. The link can be found here:

https://www.edmonton.ca/documents/Employee_Guide_to_COVID-19.pdf

Now, more than ever, the organization will look to and rely on our managers to be leaders. Please continue to practice patience, understanding, and support through our times ahead, recognizing that as a team we are all in this together and we will need to lean on each other to get through this.

CEMA Events

CEMA Drop-in Events

After the success of the event that took place on September 12th at Boston Pizza, it was decided by the Board that we would hold more events like this to encourage casual conversation and networking for our members. While tentative plans were made to hold another event this spring, drop-in events are postponed until further notice.

Annual General Meeting Luncheon

Postponed until further notice.

Message to CEMA Members on behalf of Derek Hanson, CEMA President:

To align with the City and Alberta Health Services in determining risk and taking appropriate precautions around COVID-19, we will be postponing the CEMA Annual General Meeting luncheon that was scheduled for April 23.

We will continue to monitor the situation over the upcoming weeks and determine an appropriate time to reschedule based on new information that becomes available.

Thank you for your leadership and resilience in working through these recent challenges.

Golf Tournament



The annual CEMA golf tournament is tentatively scheduled at Mill Woods Golf Course on June 19, 2020.

Memorandum of Understanding & Discipline Review Process

On December 12, 2019 the City and CEMA signed a Memorandum of Understanding (MOU), committing to regular consultation over Management and Out-of-Scope issues. The document also outlines a Dispute Resolution and Formal Discipline Review process for Management and Out-of-Scope employees.

The MOU represents a significant and positive step in the right direction as we look to bridge the relationship between CEMA and ELT.

A copy of the signed MOU can be found here:

[Signed Memorandum of Understanding December 12 2019](#)

Jurisdictional Challenge

The CEMA Board remains in regular contact with Employee Services over the recent jurisdictional challenge from CSU 52. Updates regarding the process and the potential impacts to CEMA members will be communicated over the upcoming months.

Benefits Review

Given the current economic climate, it is certainly challenging to seek benefit improvements, however we were very pleased with the work of the City to find some minor but important improvements to our benefits plan (in particular, massage). Here are the approved updates:

- Increasing coverage for psychologist/Master of Social work counselling services from 50% to 80%, to a maximum of \$1,500 each benefit year (current maximum is \$1,000/year);
- Increasing coverage for eye examinations from \$50 in any 2 year period to \$80.
- Increasing hearing aid coverage to 80% of the cost to a maximum of \$2,500 every 5 years (current maximum is \$1,000);
- Increasing the orthodontic lifetime maximum coverage limit from \$2,000 to \$3,000;

and

- Adding massage therapy to the combined paramedical services maximum of \$1,100 per year (combined services currently include acupuncturist, physiotherapist, chiropractor, podiatrist).

These benefit updates will be effective March 16, 2020 (pay period 7, 2020). (See the Benefits at a Glance for the Management/Professional Exempt group for details with respect to these updates.)

In addition, the following changes to Bereavement Leave have been approved:

- Leave for "legal guardian" increased from 3 days to 5 days;
- Added flexibility to allow for an incidence of bereavement leave to be taken in two periods (within a 12 month period), with City approval;

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- Added bereavement for temporary employees (spouse, child, parents)
 - Deleted definition of funeral and the requirement that the leave be taken prior to the funeral to be more inclusive of other faith observances.
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Peer Support Group for CEMA

The CEMA Board met with John Dowds and Lacey Ranslam on March 10 as we look to form a Management and Out-of-Scope Peer Support Group. More information will be on its way over the coming weeks as we seek out volunteers for this program.