MEMORANDUM OF SETTLEMENT

between

CKUA Radio Foundation

And

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION 2228

Effective September 1, 2026, to August 31, 2029

The Parties agree to the implementation of the negotiated changes to the collective agreement between CKUA Radio Foundation and IBEW Local Union 2228 following ratification by their respective principles.

Unless otherwise specified, the provisions of the Collective Agreement shall take effect on the date the Collective Agreement is signed by the Parties.

The Parties herein agree the Collective Agreement shall include the terms of the previous Collective Agreement which expired August 31, 2026, and the negotiated amendments as set out.

Further, the Parties agree to

- withdraw any outstanding proposals and counter proposals as of the date of signing.
- amend the text where wording or syntax requires adjustment.

Article 2 - Term of Collective Agreement
The term of the collective agreement shall be of three (3) years duration effective September 1, 2026, to August 31, 2029.

Article 5 – Union Rights and Recognition

- Improved the annual leave for conducting Union business including attendance at conferences and schools with provision to reimburse CKUA for such leave.

Article 9 Overtime, Premiums and Allowances

- Standby pay – this is increased from one ($1.00) per hour of standby to one dollar twenty-five cents ($1.25) per hour of standby retroactive to September 1, 2026.
- A change to the minimum call out premium for call out requiring travel – from two (2) hours to three (3) hours retroactive to September 1, 2026.

Article 12 – Termination of Employment

- Clarified the conditions by which a casual employee may be removed from their employment if they have not worked more than sixty (60) hours in the previous twelve (12) months.

Article 16 – Vacation

- Amended the carryover provision to allowing member to accrue to a higher vacation allotment prior to having to provide CKUA with a plan to reduce the accrual.

Article 18 – Job Postings

- Clarified only Full time, Part Time and Recurring Part Time positions must be posted and candidates to be interviewed and stepped through the selection process whether an internal or external candidate.
- Clarified the requirement to post opportunities for emergency or unforeseen vacancies required to be staffed.
- Casual opportunities or positions do not need to be posted. The development of a roster or bench of people available for instances where CKUA does not have sufficient people or skill sets to fulfill requirements on a daily or sporadic basis to cover short-term operational needs, peaks in workload, illness, and other contingencies necessary to support the effective operations of CKUA.
- Clarified when a 'named hire' can be made to a casual position.
- Protected the integrity of posting for full time, part time and recurring part-time positions.

Article 20 – Benefits – Health, Pension and Illness Leave

- The Parties agreed to a planned approach to review and as necessary redesign the Group Benefits Plan to
    - Reflect the input from the Benefit Review process
    - The analysis and commentary received from the Benefits Broker during the review process.
    - Strive towards a Group Benefit Plan which contains costs for both the members and CKUA.

Appendix 1 – Job Series and Salary Ranges

- All Job Series and Point Bands salary ranges increase as follows:
    - Effective September 1, 2026 – 1.5% to all salary ranges and steps within the range
    - Effective March 1, 2027 – 1.0% to all salary ranges and steps within the range
    - Effective September 1, 2027 – 1.5% to all salary ranges and steps within the range
    - Effective March 1, 2028 – 1.0% to all salary ranges and steps within the range

- **Benefits Reopener** To implement the findings of the Union/Management Benefit Consultation Committee for implementation in the second (2nd) year of the Term.

- **Wage Reopener** The Parties agreed to a Wage Reopener to address Appendix 1 – Job Series and Salary Ranges for the third (3rd) year of the Term.

Changes to Compensation - Implementation

- Implementation of changes to the employee's hourly rate (annual salary) will be completed approximately thirty (30) calendar days following the date of signing.

- Adjustments to salary from September 1, 2026, to date of signing will be made only to those employees currently employed as of the date of signing.

- Compensation for the introduction of the Pay Structure will be processed on a deposit through the pay system separate from an employee's regular payroll deposit.
    - A separate deposit to reflect the compensation owing to Collective Bargaining.

- A statement of adjusted Earnings will be provided to each employee showing actual hours worked and the effective change to their hourly rate for 2026 / 2027.

Letters of Understanding Include

- **Article 1** – Submit an amendment to the CIRB Order establishing the current scope of the Bargaining Unit.
- A defined process to review **Benefit Plan Design** to be considered by the Members and Board for ratification and incorporated in to Article 20 Benefits, Health, Pension and Illness Leave.
- **Artificial Intelligence** – the Parties are agreed to an ongoing dialogue to address the emerging issues, implications and possible impacts of Artificial Intelligence on the members and broadcasting. The Labour Management Committee is the forum for meaningful discussions and the development of policy, practice and guidelines to guide the members and organization.

The Parties agree, the Memorandum of Settlement and Letters of Understanding form part of the Collective Agreement.

Signed this 22nd day of October 2026 at Edmonton, Alberta

On behalf of CKUA	On behalf of IBEW Local 2228
Adam Mitchell	Paul Sly
Witnessed on behalf of CKUA	Witness on behalf of IBEW Local 2228
Tyson Erno	Mark Rodgers