

The duty to accommodate is the legal responsibility to remove barriers that are discriminatory. The City of Edmonton and the Unions representing civic employees are equal participants in creating the Duty to Accommodate Framework Agreement. This agreement sets out the collaborative process for removing barriers that may arise because of injuries or illness.

Duty to Accommodate Framework Agreement

Endorsed by Union/Association Leaders, the City Manager, and the Police Chief on behalf of all civic employees

September 2007

We agree with the Duty to Accommodate Framework, including the following principles:

- All City of Edmonton employees have a right not to be discriminated against on the basis of physical or mental disability;
- The City of Edmonton and the Unions as representatives of employees, have a legal duty to accommodate the needs of those physically or mentally disabled in respect to their employment, to the point of undue hardship;
- Employees seeking accommodation have a legal obligation to co-operate and to participate actively in the accommodation process;
- All City employees may be required to accept changes designed to accommodate the needs of others and to create a barrier free workplace;
- The Participant's legal duties and the interests of employees are best met when issues over the duty to accommodate are resolved in a timely and collaborative way;
- Raising the general level of understanding about the rights, responsibilities and process related to the duty to accommodate will help reduce employment discrimination affecting those with disabilities;
- Obligations in this multi-union environment are best met using jointly agreed processes, protocols and dispute resolution procedures.



Al Maurer
City Manager



Bill Chahal
President, ATU Local 569



Chris Kellett
President, EPS Senior Officers' Association



Dennis Mol
President, CUPE Local 30



Doug Dowell
President, CEMA



Gerry Wiles
President, CUPE Local 3197



Greg Holubowich
President, EFFU Local 209



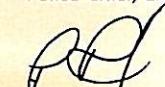
Marion Leskiw
President, CSUS2



Martin Duckworth
President, IBEW Local 1007



Mike Boyd
Police Chief, EPS



Peter Ratcliff
President, Edmonton Police Association