

SOURCE	Comp		
EFF.	95	04	16
TERM.	97	03	31
No. OF EMPLOYEES	3,815		
NOMBRE D'EMPLOYÉS	df		

MULTI-HEALTH AUTHORITY

COLLECTIVE AGREEMENT

BETWEEN

THE PROVINCIAL HEALTH AUTHORITIES OF ALBERTA
(on behalf of the Employers listed in Appendix A)

- and -

THE CANADIAN HEALTH CARE GUILD

April 16, 1995 - MARCH 31, 1997

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Handwritten signature and date: 5/2/21

Handwritten number: 10512(01)

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Addendum	High Level - Fort Vermilion General and Auxiliary Hospital and Nursing Home District #102 Board
Letter of Understanding	Re: Health Benefits - Supplementary Health Benefits
Letter of Understanding	Re: Article 24: Employee Benefits Plan*

COLLECTIVE AGREEMENT made this 1 st day of December, A.D., 1995.

BETWEEN

(hereinafter referred to as the "Employer")

OF THE FIRST PART

AND

THE CANADIAN HEALTH CARE GUILD, a body corporate,
(hereinafter referred to as the "Guild")

OF THE SECOND PART

WHEREAS the Parties are mutually desirous of entering into a Collective Agreement setting forth rates of pay, hours of work, and other terms and conditions of employment.

NOW THEREFORE THIS COLLECTIVE AGREEMENT WITNESSETH:

ARTICLE 1: TERM OF COLLECTIVE AGREEMENT'

- 1.01 Except where otherwise stated in this Collective Agreement, this Collective Agreement shall be in force and effect from and after the date upon which the Canadian Health Care Guild and the Provincial Health Authorities of Alberta exchange notice of ratification by their principals of the terms of this Collective Agreement, up to and including March 31, 1997 and from year to year thereafter unless notice, in writing, is given by either party to the other party not less than two (2) calendar months nor more than four (4) calendar months prior to the expiration of its desire to amend this Collective Agreement.
- 1.02 Where notice is served by either party to commence collective bargaining, this Collective Agreement shall continue in full force and effect until a new Collective Agreement has been executed.

ARTICLE 2: DEFINITIONS

- 2.01 "Act" means The Labour Relations Code. as amended from time to time.

- 2.02 “Arbitration” shall take meaning from the section of the Act dealing with the resolution of a difference.
- 2.03 “Guild” means The Canadian Health Care Guild. In the event of a change of name of the aforementioned Guild, the subsequent name shall be recognized.
- 2.04 “Basic Rate of Pay” shall mean the incremental step in the Salaries Appendix applicable to an employee in accordance with the terms of this Collective Agreement, exclusive of all premium payments.
- 2.05 “Continuous Service” shall mean the period of employment commencing on the latest date of employment that:
- (a) is not interrupted by termination, dismissal or change in status to that of a casual employee; or
 - (b) follows any period of employment as a casual employee.
- 2.06 “Employee” shall mean a person covered by this Collective Agreement and employed by the Employer. At the time of hire the employment status of each employee will be determined in accordance with the following:
- (a) “Regular Employee” is one who works on a full-time or part-time basis on regularly scheduled shifts of continuing nature:
 - (i) “Full-time Employee” is one who is regularly scheduled to work the full specified hours in the “Hours of Work” Article of this Collective Agreement;
 - (ii) “Part-time Employee” is one who is regularly scheduled for less than the normal hours specified in the “Hours of Work” Article of this Collective Agreement.
 - (b) “Casual Employee” is one who:
 - (i) is regularly scheduled for a period of three (3) months or less for a specific job; or
 - (ii) relieves for absences the duration of which is three (3) months or less; or
 - (iii) works on a call in basis and is not regularly scheduled.
 - (c) “Temporary Employee” is one who is hired on a temporary basis for a full-time or part-time position:
 - (i) for a specific job of more than three (3) months but less than six (6) months; or
 - (ii) to replace a full-time or part-time employee who is on approved leave of absence for a period in excess of three (3) months; or

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- (iii) to replace a full-time or part-time employee who is on leave due to illness or injury where the employee has indicated that the duration of such leave will be in excess of three (3) months.

Alteration of employment status thereafter will be regulated by the terms of this Collective Agreement.

- 2.07 "Employer" shall mean and include such officers as may from time to time be appointed, or designated, to carry out administrative duties in respect of the operation and management of the Institution(s).
- 2.08 "Feminine Gender" shall mean and include the masculine and similarly, the singular shall include the plural and vice-versa, as applicable.
- 2.09 "Institution" means the health facility named as the "Employer" in this Collective Agreement.
- 2.10 "Registration" shall take meaning from the Health Disciplines Act R.S.A.1980, c. H-3.5 as amended. Registration is not membership in the Guild.
- 2.11 "Shift" shall mean a daily tour of duty excluding overtime hours.
- 2.12 "Shift Cycle" means the period of time when the shift schedule repeats itself. In those instances where the schedule does not repeat itself, the term "Shift Cycle" shall be understood to mean a period of time not exceeding twelve (12) weeks.
- 2.13 For the purpose of applying the terms of this Collective Agreement, time worked shall be deemed to have been worked on the day on which the majority of hours of the shift fall.

ARTICLE 3: RECOGNITION

- 3.01 The Employer acknowledges that when duly certified as the bargaining agent for employees described in the certificate issued by the Alberta Labour Relations Board, the Guild has exclusive authority to bargain collectively on behalf of the employees in the Unit for which it is certified and to bind them by a Collective Agreement.
- 3.02 When voluntarily recognized by the Employer, the Guild shall have exclusive authority to bargain collectively on behalf of the employees in the Unit composed of those employed in employment classifications identified in the Salaries Schedule appended hereto, and to bind them by a Collective Agreement.
- 3.03 No employee shall be required or permitted to make any written or verbal agreement which may be in conflict with this agreement.

ARTICLE 4: GUILD MEMBERSHIP AND DUES DEDUCTION

- 4.01 Employees shall be permitted to wear a pin representative of their Guild during all hours of employment.

- 4.02 Membership in the Guild is voluntary.
- 4.03 Consistent with the payroll system of the Employer, the Guild will advise the Employer of the **bi-weekly** (fortnightly) amount of its membership dues. An amount equal to said membership dues will be deducted from each employee at the prescribed rate and remitted to the Guild not later than the fifteenth (15th) of the month following. The remittance shall be accompanied by a listing of the names of employees from whom deductions were made and the amount of the deduction. Such list shall indicate newly hired and terminated employees.
- 4.04 The dues structure of the Guild shall be on a percentage basis and the Guild shall give not less than thirty (30) days notice of any change in the rate at which dues are to be deducted. Any change in the amount of deductions shall be implemented by the Employer at the next possible pay period following expiry of the notice period.
- 4.05 The Employer shall indicate the dues deducted and enter the amount on the T-4 Slips supplied to the employee.

ARTICLE 5: MANAGEMENT RIGHTS

- 5.01 The Employer retains all rights not otherwise abrogated or restricted in this Collective Agreement.
- 5.02 Without limiting the generality of the foregoing, the Guild acknowledges that it shall be the exclusive right of the Employer to operate and manage its business, including the right to:
- (a) maintain order, discipline, efficiency and to make, alter, and enforce, from time to time, rules and regulations to be observed by an employee, which are not in conflict with any provision of this Collective Agreement;
 - (b) direct the working force and to create new classifications and work units and to determine the number of employees, if any, needed from time to time in any work unit or classification and to determine whether or not a position, work unit, or classification will be continued or declared redundant;
 - (c) hire, promote, transfer, layoff and recall employees;
 - (d) demote, discipline, suspend or discharge for just cause.

ARTICLE 6: NO DISCRIMINATION

- 6.01 There shall be no discrimination, restriction or coercion exercised or practiced in respect of any employee by either party by reason of age, race, colour, creed, national origin, political or religious belief, gender, sexual preference, marital status, physical disability nor by reason of membership or non-membership or activity in the Guild nor in respect of an employee's or Employer's exercising any right conferred under this Agreement or any law of Canada or Alberta.

ARTICLE 7: IN-SERVICE PROGRAMS

- 7.01 (a) The parties to this Collective Agreement **recognize** the value of continuing in-service education for employees in the nursing profession and that the responsibility for such continuing education lies not only with the individual but also with the Employer. For the purpose of this Article, the term "in-service" includes: orientation, acquisition and maintenance of essential skills, and other programs which may be offered by the Employer.
- (b) The Employer reserves the right to identify specific in-service sessions as being compulsory for employees and those required to attend such sessions shall be paid at the applicable rate of pay for attendance. The following in-service programs shall be compulsory and shall be provided to employees on an annual basis:
- (i) CPR (when established by the Employer as a mandatory qualification);
 - (ii) Fire, evacuation and disaster procedures;
 - (iii) Proper lifting and prevention of back injuries.
- (c) Employees who, with prior approval of their supervisor, attend in-service programs which are not identified as compulsory by the Employer shall suffer no loss of regular earnings for attending such programs.
- (d) The Employer shall make available other in-service education programs as deemed appropriate for the purpose of maintaining proficiency.
- (e) The Employer shall make available in each Institution no fewer than five (5) current nursing journals.

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ARTICLE 8: PROBATIONARY PERIOD

8.01 An employee shall serve a probationary period of five hundred and three and three-quarter (503 3/4) hours worked exclusive of overtime hours worked, following the commencement of each period of continuous service. The probationary period may be extended for a period up to an additional five hundred and three and three-quarter (503 3/4) hours worked, exclusive of overtime hours worked. During the probationary period the employee may be terminated for any reason, without:

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- (a) notice: or
- (b) pay (except as may be required by the provisions of the Alberta Employment Standards Code).

The Employer shall provide a reason for the termination to the employee, and the employee shall not have recourse to the grievance procedure set out in this Collective Agreement or the Code, with respect to such termination.

- 8.02 The Employer shall provide a paid orientation period for all new employees.
- 8.03 Subject to Article 10, the Employer shall provide a performance appraisal of each probationary employee at least once during her probationary period.
- 8.04 A representative of the Guild shall have the right to make a presentation of up to thirty (30) minutes during the paid orientation of new employees. Attendance at the presentation shall not be compulsory.

ARTICLE 9: SENIORITY

- 9.01 (a) An employee's "Seniority Date" shall be the date on which a regular or temporary employee's continuous service in the Institution's employment commenced within the bargaining unit.
- (b) The seniority date of all regular employees hired on or after the effective date of this Collective Agreement (date of ratification) shall be the date upon which the regular employee's continuous service in the bargaining unit commenced, including the period of casual and/or temporary employment contiguous to the present regular employment.
- (c) Seniority shall not apply during the probationary period; however, once the probationary period has been completed seniority shall be credited from the seniority date established pursuant to Article 9.01(a) or (b).

9.02 Seniority shall be considered in determining:

- (a) preference of vacation time in Article 23;
- (b) layoffs and recalls, subject to the provisions specified in Article 32;
- (c) promotions and transfers and in filling vacancies within the bargaining unit subject to the provisions specified in Article 11.

9.03 Seniority shall be considered broken. all rights forfeited, and there shall be no obligation to rehire:

- (a) when the employment relationship is terminated by either the Employer or the employee;
- (b) upon the expiry of twelve (12) months following the date of layoff, if during which time the employee has not been recalled to work;
- (c) if an employee does not return to work on recall, as provided in Article 32.08;
- (d) upon change in status from regular or temporary to casual employment.

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- 9.04 Within three (3) months of the signing date of this Collective Agreement the Employer will post on the Bulletin Board provided pursuant to the provisions of Article 34, a seniority list containing the name and seniority date of each regular and temporary employee in chronological order. The seniority list will be updated by the Employer not less frequently than every six (6) months thereafter. Copies of said seniority lists will be provided to the President of the Guild following posting. The Guild shall have one (1) month in which to take issue with the seniority list, otherwise the seniority list will be deemed to be correct.
- 9.05 Should a difference arise regarding an employee's seniority, the Employer will provide the employee with the information necessary to establish accurate seniority.

ARTICLE 10: PERFORMANCE APPRAISALS

- 10.01 The parties recognize the desirability of a performance appraisal system designed to effectively use and develop the human resources of the Institution.
- 10.02 (a) Employees shall receive a written performance appraisal regularly in accordance with the policy of the Employer.
- (b) Meetings for the purpose of the performance appraisal interview shall be scheduled by the Employer with reasonable advance notice. At the interview the employee shall be given a copy of her performance appraisal document. The employee shall sign her performance appraisal for the sole purpose of indicating that she is aware of the performance appraisal, and shall have the right to respond in writing within ten (10) days of the interview and that reply shall be placed in her personnel file.
- 10.03 (a) By appointment made at least one (1) working day in advance, an employee may view her personnel file once each year or when the employee has filed a grievance. An employee may be accompanied by a Guild representative when viewing her personnel file.
- (b) An employee shall be given a copy of the contents of her personnel file upon request, not more frequently than once in a calendar year, or when the employee has filed a grievance, provided that she first pays to the Employer a reasonable fee, established by the Employer to cover the cost of copying.
- 10.04 An employee's performance appraisal shall not be released by the Employer to any person except to a Board of Arbitration. or as required by law, without the written consent of the employee.

ARTICLE 11: APPOINTMENTS, TRANSFERS AND PROMOTIONS

- 11.01 The Employer shall post within the Institution(s) notices of vacant positions within the bargaining unit not less than ten (10) calendar days in advance of making an appointment. The posting shall contain the following information:

(a) qualifications required;

(b) employment status.

Also, for information purposes only, a notice of vacancy shall specify the number of hours per shift, shifts per shift cycle and the current shift pattern for the position.

- 11.02 Applications for vacancies, transfers or promotions, shall be made in **writing** to such officer of the Institution as the Employer may designate.
- 11.03 When circumstances require the Employer to hire a new employee to fill a vacancy pending completion of the transactions contemplated in Article 11, the appointment shall be made on a casual basis only.
- 11.04 When making promotions and transfers and filling vacancies within the bargaining unit, the determining factors shall be the most requisite **job** related skills, training, knowledge and other relevant attributes and where these factors are considered by the Employer to be equal and satisfactory, seniority shall be the deciding factor.
- 11.05 All applicants for a posted transfer, promotion and/or vacancy, shall be informed in writing of their acceptance or rejection within five (5) working days of the date of the appointment. The name of the employee who is appointed to fill the transfer, promotion and/or vacancy shall be posted forthwith on a bulletin board provided for that purpose and shall remain posted for ten (10) calendar days.
- 11.06 Transfers and promotions shall be on a trial basis. The transferred or promoted employee will be given a trial period of three hundred forty-eight point seven five (348.75) regular hours worked, in which to demonstrate the ability to fill the new position satisfactorily. The trial period may be extended by the number of working hours absent for any reason during the trial period. If the Employer finds the employee to be unsatisfactory during the trial period, the Employer shall **endeavor** to reinstate the employee in her former position without loss of seniority, or, if such reinstatement is not possible, place the employee in another suitable position without loss of seniority and at a rate of pay equivalent to that of her former position.
- 11.07 The foregoing provisions shall be waived and inoperative when placement of an employee in a job within the bargaining unit is effected to accommodate a request by the Workers' Compensation Board or the Underwriters of the Long Term Disability Income Insurance Plan to provide a period of Rehabilitative Work Experience.

11.08 A regular employee who applies for and is successful on a temporary posting shall maintain her status as a regular employee. A casual employee who applies for and is successful for a temporary position shall receive all entitlements and benefits applicable to a temporary employee. At the completion of the temporary term, the regular employee shall return to her former position. At the completion of her temporary term, the casual employee shall resume the normal terms and conditions of employment applicable to a casual employee.

ARTICLE 12: HOURS OF WORK

12.01 Regular hours of work for full-time employees, exclusive of meal periods shall be:

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- (a) seven and three-quarter (7 3/4) consecutive hours per day;
- (b) thirty-eight and three-quarter (38 3/4) hours per week averaged over one (1) complete cycle of the shift schedule.

12.02 Regular hours of work shall be deemed to:

- (a) include, as scheduled by the Employer, either
 - (i) two rest periods of fifteen (15) minutes during each full working shift of seven and three-quarter (7 3/4) hours, or
 - (ii) one rest period of 30 minutes during each full working shift of seven and three-quarter (7 3/4) hours, if this is more compatible with scheduling of work assignments,

the alternative to be applied shall be at the discretion of the Employer.

- (b) include, as scheduled by the Employer, one rest period of fifteen (15) minutes during each half shift of not less than four (4) hours.
- (c) exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day on which the employee works in excess of four (4) hours.

12.03 (a) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires an employee to be readily available for duty during her meal period. she shall be so advised in advance and be paid for that meal period at her basic rate of pay.

(b) If an employee is recalled to duty during her meal period or rest period she shall be given a full meal period or rest period later in her shift, or, where that is not possible. be paid for the meal period or rest period as follows:

- (i) for a rest period. at one and one-half times (1 1/2X) her basic rate of pay rather than at straight time; or

- (ii) for a meal period for which the employee is entitled to be paid in accordance with Article 12.03(a), at one and one-half times (1 1/2X) her basic rate of pay rather than at straight time; or
- (iii) for a meal period for which the employee is not otherwise entitled to be paid, at one and one-half times (1 1/2X) her basic rate of pay.

12.04 Subject to Articles 12.12 and 12.13 shift schedules shall be posted twelve (12) weeks in advance or such shorter period as is mutually agreed between the Employer and a local chapter representative of the Guild. The Employer shall allow a local chapter representative of the Guild to reproduce a copy of the posted shift schedule.

- 12.05 (a) Except in cases of emergency or by mutual agreement between a regular employee and the Employer, shift schedules shall provide for:
- (i) at least fifteen and one-half (15 1/2) hours off duty between shifts;
 - (ii) at least two (2) consecutive days of rest;
 - (iii) days of rest on two (2) weekends in a five (5) week period. "Weekend" shall mean a Saturday and the following Sunday, assuring a minimum of fifty-six (56) hours off duty;
 - (iv) an employee shall not be scheduled to work seven (7) consecutive shifts more than twice in a five (5) week cycle.
- (b) There shall be two optional scheduling systems available which may be applied upon mutual agreement, in writing, between the Employer and the Guild. Where an option is applied, the relevant provisions of Article 12.05(a) above shall be amended as follows:

OPTION I

- (i) at least fifteen and one-half (15 1/2) hours off duty between shifts;
- (ii) at least two (2) consecutive days of rest;
- (iii) days of rest on two (2) weekends in a six (6) week period. "Weekend" shall mean:
 - (A) one (1) Saturday and the following Sunday and one (1) Friday and the following Saturday assuring a minimum of fifty-six (56) hours off duty; or
 - (B) one (1) Saturday and the following Sunday and one (1) Sunday and the following Monday assuring a minimum of fifty-six (56) hours off duty;
- (iv) not more than six (6) consecutive days of work.

OPTION II

- (i) at least fifteen and one-half (15 1/2) hours off duty between shifts;
- (ii) at least two (2) consecutive days of rest except that, twice in a five (5) week cycle, there may be a single day of rest which may not be followed by more than five (5) consecutive working days;
- (iii) days of rest on two (2) weekends in a five (5) week period. "Weekend" shall mean a Saturday and the following Sunday, **assuring** a minimum of fifty-six (56) hours off duty;
- (iv) not more than six (6) consecutive scheduled days of work.

Except when application of this Article is waived by mutual agreement between the employee and the Employer, if an employee is required by the Employer to change shifts without receiving fifteen and one-half (15 1/2) hours off duty, she shall be entitled to premium pay at time and one-half (1 1/2X) her basic rate of pay for that shift. This section does not apply to cases where Articles 12.12 and 12.13 has been applied in altering a shift schedule.

12.06 Employees shall be aware that, in the course of their regular duties, they may be required to work on various shifts throughout the twenty-four (24) hour period of the day and the seven (7) days of the week. The first shift of the working day shall be the one wherein the majority of hours worked fall between twenty-four hundred (2400) hours and zero eight hundred (0800) hours.

- 12.07
- (a) The Employer, in scheduling shifts, shall take into consideration an employee's request for certain shift schedules, subject to the requirements of Article 12.05.
 - (b) The shift patterns which may be available are:
 - (i) days, evenings, nights (rotation);
 - (ii) days only;
 - (iii) evenings only;
 - (iv) nights only;
 - (v) evenings and days (rotation);
 - (vi) nights and evenings (rotation);
 - (vii) nights and days (rotation).

- (c) A request by an employee to work evenings only or nights only shall not be unreasonably denied, provided however that the Employer shall have the right to assign periods of day duty for the purpose of maintaining proficiency totalling not more than one hundred and ninety-three and three-quarter (193 3/4) regular hours worked in a calendar year. When a request to work evenings or nights only is accommodated the employee may only alter that request by the giving of fourteen (14) weeks notice of intention.
 - (d) Employees working shift choices (i), (v) and (vii), shall be assigned a day duty at least one-third (1/3) of the time during the **shift** cycle. For the purpose of applying the foregoing an employee will be deemed to have been assigned day duty for those periods of time absent on vacation or on or for a named holiday that would have except for such absence been **day** duty to which the employee would have been assigned in accordance with the shift schedule. Scheduled days of rest shall not be considered as day duty for the purpose of applying this provision.
- 12.08
- (a) Employees may exchange shifts among themselves, provided that:
 - (i) the exchange is agreed to, in writing, between the affected employees; and
 - (ii) prior approval of such exchange has been given by the employee's immediate supervisor.
 - (b) Where such a request is made in writing, the Employer's reply shall also be in writing.
 - (c) Such exchange shall be recorded on the shift schedule.
 - (d) Such exchange shall not be deemed a violation of the provisions of this Collective Agreement.
- 12.09
- When an employee reports for work as scheduled, and is directed by the Employer to leave and return to work for a later shift, she shall be compensated for the inconvenience by a payment equivalent to three (3) hours pay at her basic rate of pay.
- 12.10
- A** regular employee shall not be scheduled to work more than two (2) different shifts between scheduled days off except as mutually agreed between the Employer and the employee.
- 12.11
- An employee will not be scheduled to work more than seven (7) consecutive days except as may be mutually agreed between the Employer and the employee. or in cases of emergency. Where mutually agreed. such additional days shall be paid at the basic rate of pay.

12.12 Except when application of this Article is waived by mutual agreement between the employee and the Employer, where an employee's scheduled days off are changed without fourteen (14) calendar days' notice, the employee shall be paid at one and one-half times (1 1/2X) for all hours worked on what should otherwise have been her off duty days.

12.13 Except when application of this Article is waived by mutual agreement between the employee and the Employer, if, in the course of a posted schedule, the Employer changes an employee's scheduled shift, but not her scheduled days off, she shall be paid at the rate of one and one-half times (1 1/2X) her basic rate of pay for all hours worked during the first shift of the changed schedule, unless fourteen (14) calendar days notice of such change has been given.

12.14 On the date fixed by proclamation, in accordance with the Daylight Savings Time Act, of conversion to Mountain Standard Time, regular hours of work shall be extended to include the resultant additional hour with additional payment due therefore at the applicable overtime rate. On the date fixed by said Act for the resumption of Daylight Savings Time, the resultant reduction of one hour in the shift involved shall be effected with the appropriate deduction in regular earnings.

12.15 (a) Employees may work flexible hours by mutual agreement between the employee and Employer, whereby at a mutually agreeable time the Employer will provide and the employee shall take time off:

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(i) for those hours worked during the normal rest period, and

(ii) in place of overtime pay for those hours worked in excess of seven and three-quarters (7 3/4) in a day or thirty-eight and three-quarters (38 3/4) in a week averaged over one (1) cycle of this shift schedule,

in which event Articles 12.01, 12.04, 12.05 and 13 shall have no application.

(b) The employee shall be paid for the time taken off in place of overtime pay at the same rate the employee would have been paid wages had the employee worked those hours on a normal working day.

(c) If time off in place of overtime pay is not provided and taken in accordance with the foregoing, the employee will be paid overtime pay in accordance with Article 13.05.

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ARTICLE 13: OVERTIME

13.01 Overtime is all time authorized by the Employer and worked by an employee in excess of seven and three-quarter (7 3/4) hours per day, and/or on the scheduled days of rest for full-time employees. The Employer shall provide on each ward or unit overtime forms which are to be signed by the designated authorizing person and a copy shall be given to the employee at the time the overtime is worked.

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- 13.02 The overtime rate of one and one-half times (1 1/2X) the applicable basic rate of pay shall be paid for the first two (2) hours of overtime immediately following or preceding an employee's scheduled shift, and the overtime rate of two times (2X) the applicable basic rate of pay shall be paid for all such overtime in excess of two (2) hours.
- 13.03 The overtime rate of one and one-half times (1 1/2X) the applicable basic rate of pay shall be paid for the first two (2) hours of overtime on a full-time employee's first scheduled day off worked and the overtime rate of two times (2X) the applicable basic rate of pay shall be paid for all such overtime in excess of two (2) hours.
- 13.04 The overtime rate of two times (2X) the applicable basic rate of pay shall be paid for overtime on the second and subsequent days off that are worked.
- 13.05 If mutually agreed between the employee and the Employer, equivalent time off in lieu of pay may be granted. Time off not taken by the last day of March in any given year shall be paid out at the applicable overtime rate.

ARTICLE 14: SALARIES

- 14.01 (a) The basic rates of pay as set out in the Salaries Schedule shall be applicable to all employees covered by this Collective Agreement.
- (b) Institutions **utilizing** the monthly payroll system shall calculate the monthly rate using the following formula:

$$\frac{\text{Hourly Rate} \times 2022.75}{12} = \text{Monthly Rate}$$

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- 14.02 Subject to any of the other terms of this Collective Agreement providing for the withholding or delay in granting of an increment, an employee's basic rate of pay will be advanced to the next higher basic rate of pay following:
 - (a) in the case of a full-time employee, one year of service; or
 - (b) in the case of a part-time employee two thousand and twenty-two point seven five (2022.75) hours worked with the Employer.

14.03 When an employee is transferred to a classification with a higher rate of pay, she shall be advanced to the start rate of such higher classification, except where that start rate is lower than the employee's existing basic rate of pay. In the latter case, she shall be advanced to the next higher increment for the higher classification provided that the trial period in the new position is successfully completed.

14.04 When an employee is transferred to a classification with a lower rate of pay her salary shall be adjusted immediately to the basic rate she would have been entitled to, had she been on the lower rated classification from commencement of employment,

- 14.05 In the event that the Employer varies the duties of a job classification substantially, the Guild may apply for a determination as to whether a new classification has been created.
- 14.06 Should the Employer find it necessary to create a new classification during the life of this Collective Agreement, the new classification will be included within the scope of the unit for which the Union is the certified bargaining agent provided that:
- (a) The parties to this Collective Agreement mutually agree that the classification is within the scope of the unit for which the Union is the certified bargaining agent or, failing that;
 - (b) The Labour Relations Board rules that the new classification is within the scope of the unit for which the Union is the certified bargaining agent.
- 14.07 When a new classification is created under Article 14.06 above, for which there is no pay scale in this Collective Agreement, the Employer may establish an interim pay rate and agrees to negotiate an appropriate pay scale with the Guild. Failing agreement, the parties will submit the question directly to Arbitration for settlement commencing at Article 37.06. The resultant pay scale shall be implemented retroactively to the date the new classification was established.
- 14.08 Employees required by the Employer to attend staff meetings, and committee meetings (except as provided in Articles 35.01 and 38.01) shall be paid at the applicable rate of pay for attendance at such meetings.
- 14.09 Provided not more than two (2) years shall have elapsed since the experience was obtained, when an employee has experience satisfactory to the Employer, her starting salary shall be adjusted by applying the following formula:
- (i) advance starting rate to the second (2nd) increment in the salary scale if more than twenty-four (24) months, or
 - (ii) advance starting rate to the third (3rd) increment in the salary scale if more than thirty-six (36) months, or
 - (iii) advance starting rate to the fourth (4th) increment in the salary scale if more than forty-eight (48) months, or
 - (iv) advance starting rate to the fifth (5th) increment in the salary scale if more than sixty (60) months.
- 14.10 Only employees entitled to designation as a Licensed Practical Nurse pursuant to the Health Disciplines Act. R.S.A.1980. c. H-3.5 shall be employed as a Licensed Practical Nurse.

- 14.11 An employee who has completed the required training and who is eligible but not yet registered, or who has not maintained current registration as a Licensed Practical Nurse pursuant to the Health Disciplines Act, R.S.A. 1980, c. H-3.5, shall be paid at the appropriate rate of pay for a Nursing Attendant.
- 14.12 An employee who has completed the requisite training program pursuant to the Health Disciplines Act, and who passes the C.N.A.T.S. exams on the first available opportunity to sit said examination following the commencement of employment, shall have her basic rate of pay adjusted retroactively to that for the classification of L.P.N., to the date of hire. Otherwise retroactive adjustment of the basic rate of pay will be restricted to the date on which the examination was written and passed.

ARTICLE 15: PYRAMIDING

- 15.01 Except where expressly authorized in this Collective Agreement, there shall be no pyramiding of premiums.
- 15.02 Where two or more applicable premiums are expressed as multiples of the basic rate of pay, the employee will be paid only one such premium, that being the highest of the applicable premiums.

ARTICLE 16: SHIFT DIFFERENTIAL

- 16.01 A shift differential of one dollar (\$1.00) per hour shall be paid:
 - (a) to employees working a shift where the majority of such shift falls within the period fifteen hundred (1500) hours to zero seven hundred (0700) hours; or
 - (b) to employees for each regularly scheduled hour worked between fifteen hundred (1500) hours to zero seven hundred (0700) hours, provided that greater than two (2) hours are worked between fifteen hundred (1500) hours to zero seven hundred (0700) hours;
 - (c) to employees for all overtime hours worked which fall within the period of fifteen hundred (1500) hours to zero seven hundred (0700) hours.
- 16.02 All premiums payable under this Article shall not be considered as part of the employee's basic rate of pay.

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ARTICLE 17: WEEKEND PREMIUM

- 17.01 A weekend premium of fifty cents (50¢) per hour shall be paid:
 - (a) to employees working a shift wherein the majority of such shift falls within a sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday; or

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- (b) to employees working each regularly scheduled hour worked after fifteen hundred (1500) hours on a Friday provided that greater than two (2) hours are worked within a sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday;
- (c) to employees working all overtime hours which fall within the sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday.

17.02 All premiums payable under this Article shall not be considered as part of the employee's basic rate of pay.

ARTICLE 18: TEMPORARY ASSIGNMENTS

18.01 When an employee is assigned to replace another employee in a higher paid classification within this Collective Agreement for one full shift or longer, she shall be paid the basic rate of pay for the classification in which the employee is relieving, providing she is qualified to perform the substantive duties of the higher paid classification. When an employee is required temporarily to perform the duties of a lower paid classification, her basic rate of pay will not be changed.

ARTICLE 19: ON-CALL DUTY

19.01 The words "on-call duty" shall be deemed to mean any period during which an employee is not on regular duty and during which the employee is on-call and must be reasonably available to respond without undue delay to any request to report for duty.

- 19.02 (a) The following scheduling provisions for on-call duty shall be applicable where it is operationally possible to do so.
- (b) Regulations in respect of approval or authorization for on-call duty and the procedures which are to be followed by the employee and the employee's supervisor in respect of a duty roster or such other administrative controls as may be deemed necessary or desirable, shall be prescribed by the Employer. No employee shall be assigned on-call duty for more than two (2) weekends in a five (5) week period. The duty roster for "on-call duty" shall be posted in advance for the period specified in Article 12.04.
- (c) Where there are employees working on a Saturday, Sunday or Named Holiday, where possible, an employee not scheduled to work on that day shall not be assigned on-call duty for that day or for the evening prior to that day.
- (d) The Employer shall endeavour to avoid placing an employee "on-call" on the evening prior to or during scheduled off duty days other than those referred to in Article 19.02(c).

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19.03 The Employer shall pay one dollar and twenty-five cents (\$1.25) per hour to an employee who is assigned on-call duty on a regular work day, and one dollar and seventy-five cents (\$1.75) per hour to an employee who is assigned on-call duty on her scheduled day off or on a Named Holiday. A Named Holiday or scheduled day off shall run from zero zero zero one (0001) hours on the Named Holiday or scheduled day off, to twenty-four hundred (2400) hours of the same day.

19.04 (a) For each occasion that an employee is called back to duty during the employee's on-call period, in addition to the payment received for being on-call, the employee shall be deemed to be working overtime and shall be paid for all hours worked during the on-call period or for three (3) hours, whichever is the longer, at the overtime rate. An employee called back to duty will be permitted to leave the Institution upon completion of the procedure for which she was called back. However, any further requests for procedures received by an employee prior to leaving the Institution following completion of the work required on the initial call shall be considered one call for the purpose of determining call-back pay.

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(b) When a regular or temporary employee who has not been assigned "on-call duty", is called and required to report for work, she shall be deemed to be working overtime and shall be paid for all hours worked or for three (3) hours, whichever is the longer, at the overtime rate.

(c) The three (3) hour call back minimum shall not apply when an employee is called and required to work overtime contiguous with the commencement of her regularly scheduled shift.

19.05 Where the Employer requires an employee to carry a pocket pager while on call, such pagers shall be supplied by the Employer. The number and distribution of pagers shall be determined by the Employer and shall remain the property of the Employer.

19.06 Call back compensation may be taken as such or in time off in accordance with the provisions of Article 13.05.

ARTICLE 20: AMBULANCE DUTY

20.01 An employee assigned to travel by ambulance shall be paid fifty dollars (\$50.00) per round trip of seventy (70) kilometres or greater from her place of employment.

In addition to the payment in Article 20.01 above:

(a) in the event circumstances permit an immediate return to her place of employment, she shall be paid at her basic rate of pay and/or, if applicable, the overtime rate(s) as stated in Article 13, to which she is entitled up to the time:

(i) the patient is released into the care of the receiving institution: or

(ii) her scheduled work period would otherwise have ended; or,

(iii) she has returned to her place of employment;

whichever is the later and she shall be reimbursed for reasonable and substantiated expenses incurred.

(b) In the event circumstances prevent an immediate return to her **place of** employment, she shall be entitled to:

(i) no loss of regular earnings for time not worked on regularly scheduled shifts as a result of the ambulance duty; and

(ii) be reimbursed for reasonable and substantiated expenses incurred; and

(iii) her basic rate of pay and/or, if applicable, the overtime rate(s) as stated in Article 13, for the time spent on the return trip on the same basis as if she had been working at her place of employment.

20.02 The Employer shall establish a roster on which employees may indicate their willingness to perform ambulance duties. An employee who has not placed her name on such roster shall not be required to take an ambulance assignment except where no employee on the roster is immediately available to be assigned such duty.

ARTICLE 21: TRANSPORTATION

21.01 Regular employees who normally travel from the Institution to their place of residence by means of public transportation following the completion of their shift, but are prevented from doing so by being required to remain on duty longer than their regular shift and past the time when normal public transportation is available, shall be reimbursed for the cost of reasonable, necessary and substantiated transportation expense from the Institution to their place of residence.

21.02 A regular employee who is called back to the Institution shall be reimbursed for reasonable, necessary, and substantiated transportation expense and, if the employee travels for such purpose by private automobile, reimbursement shall be at the rate of twenty-eight cents (28¢) per kilometre from the employee's residence to the Institution and return.

21.03 Where a regular employee is assigned duties necessitating the use of her automobile, she shall be reimbursed pursuant to Article 21.02.

ARTICLE 22: NAMED HOLIDAYS

22.01 (a) Regular full-time employees shall be entitled to receive a day off with pay on or for the following Named Holidays:

New Year's Day	Labour Day
Alberta Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
August Civic Holiday	

and any day proclaimed to be a holiday by:

- (i) The Government of the Province of Alberta; or
- (ii) The Government of Canada.

Further, any day proclaimed by the government of the municipality to be a civic holiday for general observance by the municipal community in which the Institution is located.

- (b) In addition to the foregoing named holidays, full-time employees who are in the employ of the Employer on January 15th, shall be granted an additional holiday as a "Floater" holiday until an additional named holiday is proclaimed by either 22.01(a)(i) or (ii) at which time the Floater holiday will be replaced by the new named holiday and will be subject to the provisions of 22.01(a). The floating holiday will be scheduled by mutual agreement between the Employer and employee. If the holiday is not taken by the last day of December in any given year, it shall be paid out.
- (c) Notwithstanding the foregoing, while:
 - (i) on layoff; or
 - (ii) in receipt of compensation from the Workers' Compensation Board; or
 - (iii) an unpaid absence during which she is in receipt of weekly indemnity as provided for by the Short Term Disability Income Insurance Plan or the Long Term Disability Income Insurance Plan; or
 - (iv) on other leaves of absence in excess of thirty (30) calendar days for any reason.

an employee shall not be entitled to:

- (v) a day off with pay. or
- (vi) payment in lieu thereof.

for the aforementioned Named Holidays.

22.02

Subject to Article 22.01(c), to qualify for a named holiday with pay the employee must:

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- (a) Work her scheduled shift immediately prior to and immediately following the holiday, except where the employee is absent due to illness or other reasons acceptable to the Employer; and
- (b) Work on the holiday when scheduled or required to do so.

22.03 An employee required by the Employer to work on a Named Holiday shall be paid for all hours worked on a Named Holiday at one and one-half times (1 1/2X) her basic rate of pay plus:

- (a) an alternate day off at a mutually agreed time, or
- (b) failing mutual agreement within thirty (30) calendar days following the Named Holiday the employee shall receive payment for such day at her basic rate of pay.

22.04 When a Named Holiday falls on a day that would:

- (a) otherwise be a regular employee's regular scheduled day off, or
- (b) during an employee's vacation;

the employee shall receive,

- (c) an alternate day off at a mutually agreed time; or
- (d) failing mutual agreement within thirty (30) calendar days following the Named Holiday of the option to be applied, the employee shall receive payment for such day at her basic rate of pay.

22.05 The Employer shall schedule an employee in such a manner to provide her with days off on at least three (3) of the actual named holidays as provided in Article 22.01.

22.06 Unless an employee requests otherwise, she shall be scheduled so as to be given either Christmas Day or New Year's Day off.

ARTICLE 23: ANNUAL VACATION

23.01 **Definition:**

For the purpose of this Article:

- (a) "Vacation" means annual vacation with pay.
- (b) "Vacation Year" means the twelve month period commencing on the first day of _____ in each calendar year and concluding on the last day of _____ of the following calendar year.
- (c) "Date of Employment" means:

- (i) in the case of an employee whose employment commenced between the first (1 st) and the fifteenth (15th) day inclusive of any month, the first day of that calendar month; or
- (ii) in the case of an employee whose employment commenced between the sixteenth (16th) and the last day inclusive of any month, the first day of the following calendar month.

23.02

Vacation Entitlement

(a) During each year of continuous service in the employ of the Employer, an employee shall earn entitlement to a vacation with pay to be taken in the next following vacation year and the rate of earning entitlement shall be as follows:

- (i) during the first (1 st) and second (2nd) years of such employment an employee earns a vacation at the rate of fifteen (15) working days;
- (ii) during the third (3rd) to fourteenth (14th) years of employment, an employee earns a vacation at the rate of twenty (20) working days; and
- (iii) during the fifteenth (15th) to twenty-fourth (24th) years of employment, an employee earns a vacation at the rate of twenty-five (25) working days; and
- (iv) during the twenty-fifth (25th) and subsequent years of employment, an employee earns a vacation at the rate of thirty (30) working days.

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(b) **Employee with less than a year of service**

An employee who has less than one (1) year of service prior to the first (1st) day of _____ in any one (1) year shall be entitled to a vacation calculated on the number of months from the date of employment in proportion to which the number of months of the employee's service bears to twelve (12) months.

(c) **Vacation Earning Portability**

Where a voluntarily terminated employee commences employment within six (6) months of date of termination of employment with another Employer signatory to an agreement containing this provision, such employee shall, after one (1) year of service, receive vacation entitlement as though her employment has been continuous. At the request of the employee the Employer shall provide the employee with a written statement of her vacation entitlement upon termination.

- 23.03 (a) Notwithstanding Article 23.02, vacation with pay shall not accrue during periods while:
- (i) on layoff; and
 - (ii) on unpaid absence during which she is in receipt of weekly indemnity as provided for by the Short Term Disability Income Insurance Plan or Long Term Disability Income Insurance Plan; and
 - (iii) in receipt of compensation from the Workers' Compensation Board; and
 - (iv) on leave of absence in excess of thirty (30) calendar days for any reason.
- (b) Vacation benefits will accrue during the remainder of the vacation year proportionate to the period worked.

23.04 **Time of Vacation**

- (i) As far as possible, regular full-time employees shall be granted their choice of vacation periods; however, the final allotment of vacation remains within the responsibility and the authority of the Employer. The Employer shall post the vacation schedule planner by January 1st of each year. Where an employee submits her vacation preference by March 15th of that year, the Employer shall indicate approval or disapproval of that vacation request by April 30th of the same year. Vacation earned during one vacation year shall be taken during the next following vacation year, except where a written request to carry over a portion of vacation entitlement to the next vacation year has been approved by the Employer. A vacation period may be divided by mutual agreement between the employee and the Employer.
- (ii) A request may be made in writing to the Employer to utilize vacation credits prior to the completion of the vacation year in which the credits are earned. The request shall be subject to the approval of the Employer and shall not exceed the number of vacation days accrued to the date of the request.

ARTICLE 24: EMPLOYEE BENEFITS PLAN

24.01 The Employer shall facilitate the procurement, by regular and temporary employees, of insurance protection by way of participation in group insurance plans, subject to the enrollment and other requirements of the Insurer. Provided that said enrollment and other requirements are met, the following group insurance plans shall be continued or implemented:

- (a) Alberta Blue Cross Supplementary Benefits Plan, or equivalent;

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- (b) Alberta Health Care Insurance Plan;
- (c) Provincial Health Authorities of Alberta Benefits Plan, or equivalent, inclusive of:

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- (i) Group Life Insurance (Basic);
- (ii) Accidental Death and Dismemberment (Basic);
- (iii) Short Term Disability (income replacement for a period of up to one hundred and twenty [120] working days during a qualifying disability equal to sixty-six and two-thirds percent [66 2/3%] of basic weekly earnings to the established maximum following a fourteen [14] day elimination period where applicable. The Short-Term Disability shall become effective on the first (1st) working day following the expiry of sick leave credits in the case of absence due to injury or hospitalization. In the particular case of employees who have insufficient sick leave credits to satisfy the fourteen [14] calendar day elimination period, the Short-Term Disability shall commence on the fifteenth (15th) day following the commencement of non-hospitalized sickness);
- (iv) Long Term Disability (income replacement during a qualifying disability equal to sixty-six and two-thirds percent [66 2/3%] of basic monthly earnings to the established maximum following a one hundred and twenty [120] working day elimination period);
- (v) Alberta Blue Cross Dental Plan or equivalent, which provides for the reimbursement of eighty percent (80%) of eligible Basic Services, fifty percent (50%) of eligible Extensive Services, and fifty percent (50%) of eligible Orthodontic Services, in accordance with the current Alberta Dental Association Fee Guide. A maximum annual reimbursement of fifteen hundred dollars (\$1,500) per insured person per benefit year shall apply to Extensive Services. Orthodontic Services shall be subject to a lifetime maximum reimbursement of fifteen hundred dollars (\$1,500) per insured person.

(d) UIC SUB Plan

At the Employer's option, a "UIC SUB Plan" to supplement an eligible employee's Unemployment Insurance to meet the Employer's obligation to provide disability payments during the valid health-related period for being absent from work due to pregnancy. The valid health-related period is one for which she has the medical substantiation required pursuant to Article 25.05.

24.02 Enrollment by:

- (a) regular full-time employees;

- (b) regular part-time employees, whose regular hours of work exceed fifteen (15) hours per week averaged over one (1) complete cycle of the shift schedule; and
- (c) temporary employees after six (6) months of continuous service and whose hours of work exceed fifteen (15) hours per week averaged over one (1) complete cycle of the shift schedule.

shall be facilitated in accordance with the enrollment and other requirements of the Insurer.

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24.03 The premium costs shall be shared, seventy-five percent (75%) by the Employer and twenty-five percent (25%) by the employee.

24.04 The Employer shall make available to eligible employees brochures outlining the above plans.

24.05 The Provincial Health Authorities of Alberta, on behalf of the Employer, will provide one copy of each of the plans to the Canadian Health Care Guild. Where the Provincial Health Authorities of Alberta Plan is not in force in any given hospital, the Employer will provide a copy of its plan to the Guild.

ARTICLE 25: SICK LEAVE

25.01 (a) Sick leave is provided by the Employer, for the purpose of maintaining regular earnings, during absences due to illness or accidents for which compensation is not payable under the Workers' Compensation Act or for quarantine by Medical Officer of Health.

(b) The Employer recognizes that alcoholism, drug addiction and mental illness, are illnesses which can respond to therapy and treatment, and that absences from work due to such therapy shall be considered sick leave.

25.02 After an employee has completed her probationary period she shall be allowed a credit for sick leave from the date of employment at the rate of one and one-half (1 1/2) working days for each full month of employment up to a maximum credit of one hundred and twenty (120) working days provided however, that an employee shall not be entitled to apply sick leave credit prior to the completion of her probationary period. In the case of:

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- (a) illness;
- (b) injury;
- (c) layoff;
- (d) leave of absence;
- (e) unpaid leave while in receipt of weekly indemnity as provided for by the Short Term Disability Insurance Plan or the Long Term Disability Insurance Plan:

(f) periods while in receipt of compensation from the Workers' Compensation Board,

sick leave shall not accrue during the period of such absence in excess of one (1) month.

25.03 Employees reporting sick shall advise the Employer as soon as possible and regularly thereafter as required by the Employer.

25.04 Subject to Article 25.01, 25.02 and 25.03 above, an employee granted sick leave shall be paid, at her basic rate of pay for regularly scheduled shifts absent due to illness, and the number of hours thus paid shall be deducted from her accumulated sick leave credits up to the total amount of her accumulated credits at the time the sick leave commenced.

25.05 Employees may be required to substantiate, in the form prescribed by the Employer, any claim for sick leave. Payment of sick leave benefit shall not be effected until required substantiation has been supplied.

25.06 When an employee has accrued the maximum sick leave credit of one hundred and twenty (120) working days she shall no longer accrue sick leave credits until such time as her total accumulation is reduced below the maximum. At that time she shall recommence accumulating sick leave credits.

25.07 If an employee requires time off for the purpose of attending a dental, physiotherapy, optical or medical appointment, provided she has been given prior authorization by the Employer. such absence shall be charged against her accumulated sick leave. Employees may be required to submit satisfactory proof of such appointment.

25.08 (a) Except as hereinafter provided. sick leave will not be paid in respect of any illness or injury which is incurred during the period of the scheduled vacation once vacation leave has commenced. In the event that the illness or injury prevents the employee from resuming her duties at the conclusion of the vacation period and she has substantiated her claim for sick leave, income continuance thereafter will be in accordance with Article 25.04. Notwithstanding the foregoing, should an employee demonstrate to the satisfaction of the Employer that she was admitted to a hospital as an "in-patient" during the course of her vacation, she shall be deemed to be on sick leave for the period of the stay in hospital, subject to the provisions of Article 25.04. Vacation time not taken as a result of such stay in hospital shall be rescheduled to a mutually agreed later time frame.

- (b) In the event an illness or injury preventing an employee from performing her usual duties, occurs prior to the scheduled start of the vacation period, and provided proper substantiation of her claim to sick leave has been provided, the absence on account of the illness or injury will be treated as sick leave pursuant to Article 25.04 until the employee has recovered sufficiently to permit the resumption of her usual duties. Time not utilized as vacation leave as a result of the above illness or injury will be rescheduled to a mutually agreed later time frame.

25.09 Upon request of an employee but not more frequently than once a year, the Employer shall advise an employee of her accrued sick leave credits.

25.10 An employee who has accrued sick leave entitlement under the terms of this Collective Agreement shall, upon the voluntary termination of her employment with the Employer, be entitled to retain such entitlement provided she enters into employment at an Institution at which the Employer is also party to an agreement with an identical sick leave provision, within six (6) months of the date of her termination of employment. Otherwise sick leave credits shall be cancelled and no payments shall be due therefor. This entitlement shall not apply during the employee's probationary period. At the request of the employee the Employer shall provide the employee with a written statement of her sick leave entitlement upon termination.

25.11 For the purpose of computing sick leave accumulation, the following shall be counted as working days:

- (a) days on which the employee is on vacation;
- (b) days on which the employee is on leave of absence with pay pursuant to the terms of this Collective Agreement;
- (c) days on which the employee is absent from work while attending official negotiating sessions with the Employer.

25.12 An employee who has exhausted her sick leave credits during the course of an illness, and the illness continues, shall be deemed to be on leave of absence without pay or benefits except as provided in Article 27.01(g), for the duration of the illness or as provided below, whichever first occurs. The employee shall keep the Employer advised as to when she shall be expected back to work and shall provide the Employer with twenty-eight (28) days written notice of readiness to return to work and:

- (a) if the employee is capable of performing the duties of her former position she shall be reinstated by the Employer in the same position which she held immediately prior to her disability at not less than the same increment in the salary schedule and other benefits that accrued to her prior to her disability;

00 if the employee is incapable of performing the duties of her former position, but is capable of performing the duties of her former classification, a reasonable effort shall be made by the Employer to place her in an available position that she is capable of performing. In such a case the Guild agrees to waive the posting provisions of the Collective Agreement.

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(c) at the expiration of twenty-four (24) months from the last day of paid sick leave, if an employee:

(i) is not capable of resuming work pursuant to section (a), or

(ii) for whom, after a reasonable effort having been made pursuant to section (b), alternate employment is not available,

it shall be deemed that the employment relationship has terminated, provided that such termination is not contrary to any right conferred under this agreement or any law of Canada or Alberta.

25.13 The reinstatement of an employee in accordance with this Article shall not be construed as being in violation of the posting and/or scheduling provisions of Article 11, 12, 29 and 40.

ARTICLE 26: WORKERS' COMPENSATION

26.01 (a) An employee who is incapacitated and unable to work, as a result of an accident sustained while on duty in the service of the Employer within the meaning of the Workers' Compensation Act, shall receive compensation benefits directly from the Workers' Compensation Board.

(b) Employees will be eligible to apply for sick leave benefits in accordance with Article 25: Sick Leave during the period of time they are waiting for approval of their claim from WCB. Sick leave benefits will be payable provided:

(i) the employee has sick leave credits available, and

(ii) the employee meets the eligibility requirements for sick leave, and

(iii) the employee agrees, in writing, to repay the sick leave benefits she has received when her WCB claim is approved. The Employer shall then reinstate her sick leave credits, to the appropriate level.

(c) Article 26.01(a) and (b) above shall be applicable only to employees who are injured on or after the date of ratification of this Collective Agreement.

26.02 An employee receiving compensation benefits under Article 26.01 shall be deemed on Workers' Compensation leave and shall:

(a) remain in the continuous service of the Employer for the purpose of salary increments.

- (b) cease to earn sick leave and vacation credits subject to Articles 23.03 and 25.02;
- (c) not be entitled to Named Holidays with pay falling within the period of Workers' Compensation leave.
- (d) Employees shall pay their share of benefit premiums and pension contributions to the Employer on a monthly basis in order to continue their coverage.

26.03 An employee on Workers' Compensation leave and who is certified by the Workers' Compensation Board to be fit to return to work and who is:

- (a) capable of performing the duties of her former position, shall provide the Employer with twenty-eight (28) days written notice of readiness to work. Such advance notice shall not be required in the case of short term absence on Workers' Compensation leave, i.e. where the expected duration of the leave at the time of onset was less than twenty-eight (28) calendar days. The Employer shall then reinstate the employee in the same position held by her immediately prior to the disability with benefits that accrued to her prior to the disability.
- (b) incapable of performing the duties of her former position, but is capable of performing the duties of her former classification, shall notify the Employer of her readiness to return to work. The Employer shall then reinstate her to a position for which she is capable of performing the work entailed, upon the occurrence of the first such available vacancy with benefits that accrued to her prior to the disability;
- (c) incapable of performing the duties of her former classification, may make application for any benefits for which she is eligible under Sick Leave or Employee Benefits Plans, in accordance with Articles 24 or 25.

26.04 The reinstatement of an employee in accordance with this Article shall not be construed as being in violation of the posting and/or scheduling provisions of Articles 11, 12, 29 and 40.

26.05 At the expiration of twenty-four (24) months from the first day of absence as a result of a disability while on duty in the service of the Employer:

- (a) an employee who is not capable of resuming work pursuant to Article 26.03(a); or
- (b) for whom, after a reasonable effort having been made pursuant to Article 26.03(b), alternate employment is not available.

it shall be deemed that the employment relationship has terminated, provided such termination is not contrary to any right conferred under the agreement or any law of Canada or Alberta.

- 26.06 At the time it is determined that an absence due to injury which is compensable pursuant to the Workers' Compensation Act, is expected, or will continue for a period in excess of six (6) months from the date of onset of the condition, the Employer will provide the employee with the appropriate form to submit a pending claim to the Underwriter of the Long Term Disability Income Insurance.
- 26.07 Any and all obligations of the Employer shall be negated should the employee fail to keep the Employer informed of the prognosis of her condition in a prompt and timely manner.

ARTICLE 27: LEAVE OF ABSENCE

27.01 General Conditions

- (a) Requests for a leave of absence, without pay or benefit of Employer contributions will, where possible, be made in writing to the proper officer of the Employer six (6) weeks in advance, except that in extenuating circumstances the time factor may be waived or reduced. Recognizing that the primary commitment of the employee is to the Employer, the granting of leaves of absence is subject to the approval of the Employer. Except in exceptional circumstances the Employer will reply in writing to a request for leave of absence within fourteen (14) days of receipt of the request.
- (b) Except as provided in Article 27.01(c), during leaves of absence without pay of longer than thirty (30) calendar days, subject to approval by the Insurer(s), employees may elect to maintain coverage of contributory plans specified in Article 24, provided that the employee makes prior arrangements to pay full premium costs. In failure to remit the full payment required above, reinstatement in any and all plans shall be subject to the enrollment and other requirements of the underwriter.
- (c) For the portion of maternity leave during which an employee has a valid health-related reason for being absent from work and who is in receipt of sick leave, UIC SUB Plan benefits, STD or LTD, benefit plan premium payments shall be administered in the same fashion as an employee absent due to illness.
- (d) An employee who has been granted leave of absence and overstays the leave without permission of the Employer, shall automatically terminate her position with the institution; except in cases of extenuating circumstances acceptable to the Employer.
- (e) Employees shall not be entitled to named holidays with pay, which may fall during a period of leave of absence without pay.
- (f) Employees granted leave of absence for more than one month may, at the discretion of the Employer, be required to use up accumulated vacation entitlement prior to returning to duty.

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- (g) When an employee is on leave of absence without pay and is receiving WCB, STD or LTD benefits, she may continue participation in the Alberta Health Care Insurance Plan for the period of her employment pursuant to Article 25.13 or 26.02 whichever is applicable from the last day of paid sick leave, by paying the full premium costs to the Employer.

27.02

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Guild Representative

- (a) When it is necessary for a Guild member to make a request for a leave of absence without pay to perform the duties of any office of the local chapter or of the parent association, the application for leave must be made in writing to the Employer for approval.
- (b) The Employer shall not unreasonably withhold leave of absence, with or without pay, for employees elected or appointed to represent the Guild at Conventions, Workshops, Institutes, Seminars, Schools or to attend meetings as a member of the Guild's Provincial Executive Board.
- (c) One employee who is elected for a full-time position with the Guild shall be granted leave of absence without pay and without loss of seniority for a maximum period of two (2) years. Such leave of absence shall be renewable for a further term upon request. If it is permissible under the pension and group life plan and any other welfare plans, the employee shall have the right to pay the full cost, including the Hospital's share, during the period of such leave of absence.

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27.03

Negotiations

Representatives of the Guild shall be granted time off without pay, or loss of seniority in order to participate in negotiations with the Employer and/or the Provincial Health Authorities of Alberta.

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27.04

(a) **Maternity Leave**

- (i) An employee who has completed six (6) months continuous employment shall, upon her written request, providing at least 28 calendar days advance notice, be granted maternity leave to become effective at any time during the twelve (12) weeks immediately preceding the expected date of delivery, provided that she commences maternity leave no later than the date of delivery. If during the twelve (12) week period immediately preceding the estimated date of delivery the pregnancy interferes with the performance of the employee's duties the employer may, by notice in writing to the employee, require the employee to commence maternity leave forthwith. Such leave shall be without pay and benefits, except for the portion of maternity leave during which the employee has a valid health-related reason for being absent from work and is also in receipt of sick leave, UIC SUB Plan benefits, STD or LTD. Maternity leave shall not exceed nine (9) months unless mutually agreed otherwise between the Employer and the employee.
- (ii) An employee requesting an extension of maternity leave and who has unused vacation entitlement may be required to take the vacation pay as a part or all the period of the extension.

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(b) **Paternity Leave**

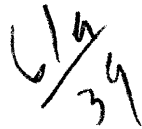
A father-to-be who has completed six (6) months continuous employment shall, upon his written request, be granted an unpaid leave to commence two (2) weeks prior to the delivery or such longer period as may be mutually agreed between the employee and the Employer. Such leave shall be without pay and benefits and shall not exceed six (6) months.

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- (c) (i) Subject to section (ii) an employee on maternity leave or paternity leave shall provide the Employer with at least twenty-eight (28) calendar days notice of readiness to return to work, following which the Employer will reinstate her in the same or an equivalent position at not less than the same step in the pay scale and other benefits that accrue to her up to the date she commenced leave.

- (ii) In the event that during the period of an employee's maternity leave or paternity leave, the position from which the employee is on such leave has been eliminated due to reduction of the working force or discontinuation of an undertaking or activity and the Employer has not increased the working force or resumed operations on the expiry of the employee's maternity leave or paternity leave and the returning employee does not have sufficient seniority to displace any other incumbent, the name of the employee will be added to the list of laid off employees. Upon increasing the working force, resumption of the business, undertaking, or activity, recall or reinstatement to the working force shall be in compliance with Article 32.08.

27.05 **Adoption Leave**

- (a)  An employee who has completed six (6) months continuous employment shall upon written request, giving twenty-eight (28) calendar days notice before the employee can reasonably expect to first obtain custody of the child being adopted, be granted leave without pay for up to nine (9) months as necessary for the purpose of adopting a child.
- (b) Where the employee is unable to comply with (a) the employee may commence adoption leave upon one day's notice provided that application for such leave was made when the adoption was approved and the Employer is kept informed of the progress of the adoption proceedings.
- (c)
 - (i) Subject to section (ii) an employee granted adoption leave shall provide the Employer with twenty-eight (28) days notice of readiness to return to work, following which the Employer will reinstate her in the same or an equivalent position at not less than the same step in the pay scale and other benefits that accrue to her up to the date she commenced leave.
 - (ii) In the event that during the period of an employee's adoption leave, the position from which the employee is on such leave has been eliminated due to reduction of the working force or discontinuation of the undertaking or activity and the Employer has not increased the working force or resumed operations on the expiry of the employee's adoption leave and the returning employee does not have sufficient seniority to displace any other incumbent, the name of the employee will be added to the list of laid off employees. Upon increasing the work force. resumption of the business, undertaking or activity. recall or reinstatement to the working force shall be in compliance with Article 32.08.

27.09

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Educational Leave

- (a) For the purpose of determining salary increments, an employee who is granted leave of absence for educational purposes, subject to the conditions provided in Article 27.01, shall be deemed to remain in the continuous service of the Employer for the first eighteen (18) months of such period of leave.
- (b) During an employee's educational leave, she may work as a casual employee with the Employer without adversely affecting her reinstatement to the position from which she is on leave.

ARTICLE 28: PENSION PLAN

- 28.01 (a) The Employer shall contribute to the Local Authorities Pension Plan or the Public Service Pension Plan as applicable for retirement benefits for eligible participating full-time employees in accordance with the regulations of the applicable plan.
- (b) The Employer shall contribute to the aforementioned pension plans for eligible part-time employees who request **enrollment** in a plan provided they are regularly scheduled to work at least fourteen (14) hours per week averaged over a complete cycle of the shift schedule.
- 28.02 The Employer shall distribute to all employees brochures and other relevant material outlining the above plan upon hiring and when there are changes to the Plan.

ARTICLE 29: REGULAR PART-TIME EMPLOYEES

- 29.01 All provisions of this Collective Agreement shall apply to regular part-time employees, except:
 - Article 12 - Hours of Work
 - Article 13 - Overtime
 - Article 22 - Named Holidays
 - Article 23 - Annual Vacation
 - Article 25 - Sick Leave

Which are superseded by the following:

Hours of Work

- 29.02 Regular hours of work, exclusive of meal periods, shall be up to seven and three-quarter (7 3/4) consecutive hours in any day and shall be less than thirty-eight and three-quarter (38 3/4) hours per week, averaged over one (1) complete cycle of the shift schedule. The ratio of work days to non-work days shall not exceed 5:2 in a six (6) calendar week period.

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29.03 Regular hours of work shall be deemed to:

- (a) include, as scheduled by the Employer two (2) rest periods of fifteen (15) minutes during each full working shift of seven and three-quarter (7 3/4) hours; or
- (b) one (1) rest period of thirty (30) minutes during each full working shift of seven and three-quarter (7 3/4) hours. If this is more compatible with the scheduling of work assignments, the alternative to be applied shall be at the discretion of the Employer; or
- (c) include, as scheduled by the Employer, one (1) rest period of fifteen (15) minutes during each half shift of not less than four (4) hours; and
- (d) exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day on which the the employee works in excess of four (4) hours;
- (e) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires an employee to be readily available for duty during her meal period, she shall be so advised in advance and be paid for that meal period at her basic rate of pay.
- (f) If an employee is recalled to duty during her meal period or rest period she shall be given a full meal period or rest period later in her shift, or, where that is not possible, be paid for the meal period or rest period as follows:
 - (i) for a rest period, at one and one-half times (1 1/2X) her basic rate of pay rather than at straight time; or
 - (ii) for a meal period for which the employee is entitled to be paid in accordance with Article 29.03(e), at one and one-half times (1 1/2X) her basic rate of pay rather than at straight time; or
 - (iii) for a meal period for which the employee is not otherwise entitled to be paid, at one and one-half times (1 1/2X) her basic rate of pay.

29.04 Subject to 29.12 shift schedules shall be posted twelve (12) weeks in advance or such shorter period as is mutually agreed between the Employer and a local chapter representative of the Guild. The Employer shall allow a local chapter representative of the Guild to reproduce a copy of the posted shift schedule.

- 29.05
- (a) Except in cases of emergency or by mutual agreement between a part-time employee and the Employer:
 - (i) shift schedules shall provide for at least fifteen and one-half (1 1/2) hours off duty between shifts:

- (ii) an employee shall not be scheduled to work on two (2) weekends in a five (5) week period. "Weekend" shall mean a Saturday and the following Sunday, assuring a minimum of fifty-six (56) hours off duty;
 - (iii) an employee shall not be scheduled to work seven (7) consecutive shifts more than twice in a five (5) week cycle.
- (b) There shall be two (2) optional scheduling systems available which may be applied upon mutual agreement, in writing, between the Employer and the Guild. Where an option is applied, the relevant provisions of Article 29.05(a) above shall be amended as follows:

OPTION I

- (i) at least fifteen and one-half (15 1/2) hours off duty between shifts;
- (ii) an employee shall not be scheduled to work on two (2) weekends in a six (6) week period. "Weekend" shall mean:
 - (A) one (1) Saturday and the following Sunday and one (1) Friday and the following Saturday assuring a minimum of fifty-six (56) hours off duty; or
 - (B) one (1) Saturday and the following Sunday and one (1) Sunday and the following Monday assuring a minimum of fifty-six (56) hours off duty;
- (iii) not more than six (6) consecutive days of work.

OPTION II

- (i) at least fifteen and one-half (15 1/2) hours off duty between shifts;
- (ii) an employee shall not be scheduled to work on two (2) weekends in a five week period. "Weekend" shall mean a Saturday and the following Sunday, assuring a minimum of fifty-six (56) hours off duty;
- (iii) not more than six (6) consecutive scheduled days of work.

Except when application of this Article is waived by mutual agreement between the employee and the Employer, if an employee is required by the Employer to change shifts without receiving fifteen and one-half (15 1/2) hours off duty, she shall be entitled to premium pay at one and one-half times (1 1/2X) her basic rate of pay for that shift. This section does not apply in cases where Article 29.12 has been applied in altering a shift schedule.

- 29.06 Employees shall be aware that, in the course of their regular duties, they may be required to work on various shifts throughout the twenty-four (24) hour period of the day and the seven (7) days of the week. The first shift of the working day shall be the one wherein the majority of hours worked fall between twenty-four hundred (2400) hours and zero eight hundred (0800) hours.
- 29.07 (a) The Employer, in scheduling shifts, shall take into consideration an employee's request for certain shift schedules, subject to the requirements of Article 29.05.
- (b) The shift patterns which may be available are:
- (i) Days, evenings, night (rotation);
 - (ii) Days only;
 - (iii) Evenings only;
 - (iv) Nights only;
 - (v) Evenings and days (rotation);
 - (vi) Nights and evenings (rotation);
 - (vii) Nights and days (rotation);
- (c) A request by an employee to work evenings only or nights only shall not be unreasonably denied provided however that the Employer shall have the right to assign periods of day duty totaling not more than one-hundred and ninety-three and three-quarter (193 3/4) regular hours worked in a calendar year for the purpose of maintaining proficiency. When a request to work evenings or nights only is accommodated the employee may only alter that request by the giving of fourteen (14) weeks notice of intention.
- (d) Employees working shift choices (i), (v) and (vii), shall be assigned day duty at least one-third (1/3) of the time during the shift cycle. For the purpose of applying the foregoing an employee will be deemed to have been assigned day duty for those periods of time absent on vacation, or on or for a named holiday that would have, except for such absence been day duty to which the employee would have been assigned in accordance with the shift schedule.
- 29.08 (a) Employees may exchange shifts among themselves, provided that:
- (i) the exchange is agreed to, in writing, between the affected employees; and
 - (ii) prior approval of such exchange has been given by the employee's immediate supervisor.

- (b) Where such a request is made in writing, the Employer's reply shall also be in writing.
 - (c) Such exchanges shall be recorded on the shift schedule.
 - (d) Such exchange shall not be deemed a violation of provisions of this Collective Agreement.
- 29.09 In the event an employee's scheduled shift is canceled with less than fourteen (14) days' notice, a make-up shift shall be scheduled for the next following cycle of the shift schedule. When an employee reports for work as scheduled and is informed that the shift has been cancelled, the employee will be compensated for the inconvenience by the payment of three (3) hours pay at the employee's basic rate of pay.
- 29.10 A regular part-time employee shall not be scheduled to work more than two (2) different shifts between scheduled days off except as mutually agreed between the Employer and the employee.
- 29.11
- (a) A part-time employee may work additional shifts.
 - (b) Where a part-time employee volunteers or agrees when requested to work additional shifts, she shall be paid her basic rate for such hours, or if applicable, at the overtime rate(s) provided in Article 29.14:
 - (i) for those hours worked in excess of seven and three-quarter (7 3/4) hours in a day; or
 - (ii) for work performed by the employee on days in excess of the work ratio referred to in Article 29.02.
 - (c) Where the Employer requires a part-time employee to work without her having volunteered or agreed to do so, she shall be paid the applicable overtime rate provided in Article 29.14.
- 29.12 Except when application of this Article is waived by mutual agreement between the employee and the Employer, if, in the course of a posted schedule, the Employer changes an employee's scheduled shift, she shall be paid at the rate of one and one-half times (1 1/2X) her basic rate of pay for all hours worked during the first shift of the changed schedule. unless fourteen (14) calendar days' notice of such change has been given.
- 29.13 On the date fixed by proclamation, in accordance with the Daylight Savings Time **Act**, of conversion to Mountain Standard Time, regular hours of work shall be extended to include the resultant additional hour with additional payment due therefore at the applicable overtime rate. On the date fixed by said Act for the resumption of Daylight Savings Time. the resultant reduction of one (1) hour in the shift involved shall be effected with the appropriate deduction in regular earnings.

Overtime

- 29.14 (a) The overtime rate of one and one-half times (1 1/2X) shall be paid for work **authorized** by the Employer and performed by the employee on days in excess of the work ratio referred to in Article 29.02 above, and for the first two (2) hours beyond seven and three-quarter (7 3/4) hours worked in any given work day. The Employer shall provide on each ward or unit overtime forms which are to be signed by the designated **authorized** person and a copy shall be given to the employee at the time the overtime is worked.
- (b) The overtime rate of two times (2X) shall be paid for all **authorized** hours of work performed in excess of nine and three-quarter (9 3/4) hours worked in any day, and after two (2) hours worked on any day worked in excess of the work ratio pursuant to Article 29.02.
- (c) If mutually agreed between the employee and the Employer, equivalent time off in lieu of pay may be granted. Time off not taken by the last day of March in any given year shall be paid out at the applicable overtime rate.

Named Holidays

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- 29.15 A part-time employee required to work on a named holiday shall be paid at one and one-half times (1 1/2X) her basic rate of pay for work performed up to nine and three-quarter (9 3/4) hours. Two times (2X) her basic rate of pay shall be paid for work in excess of nine and three-quarter (9 3/4) hours on such day.
- 29.16 Regular part-time employees shall be paid, in addition to their basic rate of pay, four point six percent (4.6%) of this rate per pay period in lieu of the named holidays.
- 29.17 Unless an employee requests **otherwise**, each part-time employee shall be scheduled so as to be given either Christmas Day or New Year's Day off.

Annual Vacation

- 29.18 **Definition:**

- (a) "Vacation" means annual vacation with pay.
- (b) "Vacation Year" means the twelve (12) month period commencing on the first day of _____ in each calendar year and concluding on the last day of _____ of the following calendar year.
- (c) "Date of Employment" means:
- (i) In the case of an employee whose employment commenced between the first (1st) and the fifteenth (15th) day inclusive of any month, the first (1st) day of that calendar month. or

- (ii) In the case of an employee whose employment commenced between the sixteenth (16th) and the last day inclusive of any month, the first (1st) day of the following calendar month.

29.19 (a) **Vacation Entitlement**

A regular part-time employee shall be entitled to receive time off for vacation purposes based on the number of years of continuous employment as outlined below, and shall receive vacation pay in accordance with Article 29.20:

- (i) during the first (1st) to second (2nd) years of such employment an employee accumulates vacation time of twenty-one (21) calendar days; or
- (ii) during the third (3rd) to fourteenth (14th) years of such employment an employee accumulates vacation time of twenty-eight (28) calendar days;
- (iii) during the fifteenth (15th) to twenty-fourth (24th) years of such employment, an employee accumulates vacation time of thirty-five (35) calendar days;
- (iv) during each of the twenty-fifth (25th) and subsequent years of employment an employee accumulates vacation time of forty-two (42) calendar days.

(b) **Time of Vacation**

- (i) Vacation time entitlement accumulated in one vacation year shall be taken in the next following vacation year. As far as possible, part-time employees shall be granted their choice of vacation periods; however, the final allotment of vacation remains within the responsibility and the authority of the Employer. The Employer shall post the vacation schedule planner by January 1st of each year. Where an employee submits her vacation preference by March 15th of that year, the Employer shall indicate approval or disapproval of that vacation request by April 30th of the same year. Vacation leave will be deemed to have commenced on the first regularly scheduled work day absent on vacation leave, and continue on consecutive calendar days until return to duty. A vacation period may be divided by mutual agreement between the employee and the Employer.
- (ii) A request may be made in writing to the Employer to utilize vacation credits prior to the completion of the vacation year in which the credits are earned. The request shall be subject to the approval of the Employer and shall not exceed the number of vacation days accrued to the date of the request.

(c) Vacation Earning Portability

Where a voluntarily terminated part-time employee commences employment within six (6) months of date of termination of employment with another Employer signatory to an agreement containing this provision, such employee shall, after one (1) year of service receive vacation pay as though her employment has been continuous. At the request of the employee the Employer shall provide the employee with a written statement of her vacation entitlement upon termination.

Vacation Pay

29.20 Vacation pay to be paid to a regular part-time employee, at least one (1) day and not more than two weeks before the commencement of her annual vacation, shall be in accordance with the following formula: the hours worked, excluding overtime, during the preceding employment year multiplied by, the basic rate of pay in effect on the date vacation leave commences, multiplied by the applicable rate of:

- (i) six percent (6%) during the first (1st) and second (2nd) employment years; or
- (ii) eight percent (8%) during the third (3rd) to fourteenth (14th) employment years; or
- (iii) ten percent (10%) during the fifteenth (15th) to twenty-fourth (24th) employment years; or
- (iv) twelve percent (12%) during the twenty-fifth (25th) and subsequent employment years.

(Example: 500 hours x \$10.00 x .06 = \$300.00)

29.20.1 **Commencing with the first (1st) day of the 1996-97 vacation year, a regular part-time employee shall commence earning vacation entitlement as follows:**

(a) Regular part-time employees shall earn vacation with pay calculated in hours in accordance with the following formula:

Hours worked during the vacation X	The applicable %	=	Number of hours
year at the rate specified in	outlined below		of paid vacation time
29.20.1(b)			to be taken in the next
			vacation year

- (i) six percent (6%) during the first (1 st) and second (2nd) employment years; or
- (ii) eight percent (8%) during the third (3rd) to fourteenth (14th) employment years; or

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- (iii) ten percent (10%) during the fifteenth (15th) to twenty-fourth (24th) employment years; or
- (iv) twelve percent (12%) during the twenty-fifth (25th) and subsequent employment years

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- (b) For the purposes of 29.20.1 (a), hours worked shall include hours worked and paid at the basic rate of pay, and sick leave with pay in accordance with Article 25: Sick Leave.

Sick Leave

29.21 Sick leave is provided by the Employer, for the purpose of maintaining regular earnings during absences due to illness or accident for which compensation is not payable under The Workers' Compensation Act or for quarantine by a Medical Officer of Health.

29.22 (a) On completion of the stipulated probationary period a regular part-time employee will receive a credit for sick leave computed from the date her continuous service commenced at the rate of one and one-half (1 1/2) working days for each full month of employment, prorated on the basis of the regularly scheduled hours worked by the employee in relation to the regularly scheduled hours for a full-time employee, up to a maximum of one hundred and twenty (120) working days. Provided however, that an employee shall not be entitled to apply sick leave credits for absences due to illness occurring prior to the completion of her probationary period, nor for additional shifts worked pursuant to Article 29.11. In the case of:

- (i) illness;
- (ii) injury ;
- (iii) layoff;
- (iv) leave of absence:
- (v) unpaid leave while in receipt of weekly indemnity as provided for by the Short Term Disability Income Insurance Plan or the Long Term Disability Income Insurance Plan. and
- (vi) periods while in receipt of compensation from the Workers' Compensation Board.

sick leave shall not accrue during the period of such absence in excess of one (1) month.

29.23 Part-time employees reporting sick shall advise the Employer as soon as possible and regularly thereafter as required by the Employer.

- 29.24 Subject to the above, a part-time employee granted sick leave shall be paid for the period of such leave at the basic rate of pay and the number of hours thus paid shall be deducted from her accumulated sick leave credits up to the total amount of the employee's accumulated credits at the time sick leave commenced.
- 29.25 Employees may be required to substantiate, in the form prescribed by the Employer, any claim for sick leave. Payment of sick leave benefit shall not be effected until required substantiation has been supplied.
- 29.26 When a part-time employee has accrued the maximum sick leave credit of one hundred and twenty (120) working days, she shall no longer accrue sick leave credits until such time as her **total** accumulation is reduced below the maximum. At that time she shall recommence accumulating sick leave credits.
- 29.27 If a part-time employee requires time off for the purpose of attending a dental, physiotherapy, optical or medical appointment, provided she has been given prior **authorization** by the Employer, such absence shall be charged against her accumulated sick leave. Employees may be required to submit satisfactory proof of such appointment.
- 29.28 (a) Except as hereinafter provided, sick leave will not be paid in respect of any illness or injury which is incurred during the period of the scheduled vacation once vacation leave has commenced. In the event that the illness or injury prevents the employee **from** resuming her duties at the conclusion of the vacation period and she has substantiated her claim for sick leave, income continuance thereafter will be in accordance with Article 25.04. Notwithstanding the foregoing, should an employee demonstrate to the satisfaction of the Employer that she was admitted to a hospital as an "in-patient" during the course of her vacation, she shall be deemed to be on sick leave for the period of the stay in hospital, subject to the provisions of Article 25.04. Vacation time not taken as a result of such stay in hospital shall be rescheduled to a mutually agreed later time frame.
- (b) In the event an illness or injury preventing an employee from performing her usual duties occurs prior to the scheduled start of the vacation period, and provided proper substantiation of her claim to sick leave has been provided, the absence on account of the illness or injury will be treated as sick leave pursuant to Article 25.04 until the employee has recovered sufficiently to permit the resumption of her usual duties. Time not utilized as vacation leave as a result of the above illness or injury will be rescheduled to a mutually agreed later time frame.
- 29.29 Upon request of an employee but not more frequently than once a year, the Employer shall advise an employee of her accrued sick leave credits.

- 29.30 An employee who has accrued sick leave entitlement under the terms of this Collective Agreement shall, upon the voluntary termination of her employment with the Employer, be entitled to retain such entitlement provided she enters into employment at an Institution at which the Employer is also party to an agreement with an identical sick leave provision, within six (6) months of the date of her termination of employment. Otherwise sick leave credits shall be cancelled and no payments shall be due therefor. This entitlement shall not apply during the employee's probationary period. At the request of the employee, the Employer shall provide the employee with a written statement of her accumulated sick leave entitlement upon termination.
- 29.31 (a) An employee who has exhausted her sick leave credits during the course of an illness, and the illness continues, shall be deemed to be on leave of absence without pay or benefits except as provided in Article 27.01(g), for the duration of the illness or as provided below, whichever first occurs. The employee shall keep the Employer advised as to when she shall be expected back to work and shall provide the Employer with twenty-eight (28) days written notice of readiness to return to work and:
- (i) if the employee is capable of performing the duties of her former position she shall be reinstated by the Employer in the same position which she held immediately prior to her disability at not less than the same step in the pay scale and other benefits that accrued to her prior to her disability;
 - (ii) if the employee is incapable of performing the duties of her former position, but is capable of performing the duties of her former classification, a reasonable effort shall be made by the Employer to place her in an available position that she is capable of performing. In such a case the Guild agrees to waive the posting provisions of the Collective Agreement;
 - (iii) at the expiration of twenty-four (24) months from the last day of paid sick leave, an employee
 - (A) is not capable of resuming work pursuant to section (i), or
 - (B) for whom, after a reasonable effort having been made pursuant to section (ii), alternate employment is not available.
- it shall be deemed that the employment relationship has terminated, provided that such termination is not contrary to any right conferred under this agreement or any law of Canada or Alberta.
- 29.32 (a) Regular part-time employees may work flexible hours by mutual agreement between the employee and Employer, whereby at a mutually agreeable time the Employer will provide and the employee shall take time off:

- (i) for those hours worked during the normal rest period; and
- (ii) in place of overtime pay for those hours worked in excess of seven and three-quarter (7 3/4) hours in a day or thirty eight and three-quarter (38 3/4) hours in a week averaged over one (1) cycle of the shift schedule.

in which event Articles 29.02, 29.04, 29.05, 29.12, and 29.14 have no application.

- (b) The employee shall be paid for the time taken off in place of overtime pay at the same rate the employee would have been paid wages had the employee worked these hours on a normal working day.
- (c) If time off in place of overtime pay is not provided and taken in accordance with the foregoing, the employee will be paid overtime in accordance with Article 13.05.

ARTICLE 30: TEMPORARY EMPLOYEES

30.01 A temporary employee shall be covered by the terms of this Collective Agreement with the exception of

- (i) Article 8 (Probationary Period).
- (ii) Article 10 (Performance Appraisals).
- (iii) Article 11 (Appointments, Transfers and Promotions). During the term of a temporary position, an employee shall be eligible to apply on postings in accordance with the following:
 - (a) Such employees shall be eligible to apply on posting of vacancies for regular positions pursuant to Article 11.01. In the event that such employee is successful on a posting pursuant to Article 11.01, the Employer shall not be required to post any resulting vacancy, of less than three (3) months.
 - (b) Where a vacancy for a temporary position exists, such employee shall not be eligible to apply, unless the position posted commences after the expiry of the term for which she was hired.
- (iv) Article 24 (Employee Benefits Plan) prior to the completion of six (6) months of continuous service.
- (v) Article 32 (Layoff and Recall):
- (vi) Article 33 (Discipline and Dismissal):

which are superseded and replaced by the following.

- 30.02 (a) A temporary employee shall not have the right to grieve the termination of the term position.
- (b) The Employer shall provide at least seven (7) calendar days written notice of termination of her term position.
- (c) A regular employee occupying a temporary position shall retain her seniority and shall not have the right to grieve placement pursuant to Article 32 when no longer required in that capacity.

ARTICLE 31: CASUAL EMPLOYEES

31.01 The provisions of this Collective Agreement shall not apply to casual employees except as provided by this Article.

Hours of Work

- 31.02 (a) Hours of work for a casual employee shall be up to seven and three-quarter (7 3/4) hours in a day.
- (b) Casual employees will not be required to work in excess of seven (7) consecutive shifts except by mutual agreement.
- (c) A casual employee will not be required to work in a manner where the ratio of work days to non work days exceeds 5:2 averaged over six (6) calendar weeks.
- (d) Hours of work shall be deemed to:
- (i) include, as scheduled by the Employer, two (2) rest periods of fifteen (15) minutes during each full working shift of seven and three-quarter (7 3/4) hours; or
 - (ii) one (1) rest period of thirty (30) minutes during each full working shift of seven and three-quarter (7 3/4) hours. If this is more compatible with the scheduling of work assignments, the alternative to be applied shall be at the discretion of the Employer; or
 - (iii) include, as scheduled by the Employer, one (1) rest period of fifteen (15) minutes during each half shift of not less than four (4) hours; and
 - (iv) exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day in which the employee works in excess of four (4) hours.

- (v) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires an employee to be readily available for duty during her meal period, she shall be so advised in advance and be paid for that meal period at her basic rate of pay.
- (vi) If an employee is recalled to duty during her meal period or rest period she shall be given a full meal period or rest period later in her shift, or, where that is not possible, be paid for the meal period or rest period as follows:
 - (a) for a rest period, at one and one-half times (1 1/2X) her basic rate of pay rather than at straight time; or
 - (b) for a meal period for which the employee is entitled to be paid in accordance with Article 31.02(d)(v), at one and one-half times (1 1/2X) her basic rate of pay rather than at straight time; or
 - (c) for a meal period for which the employee is not otherwise entitled to be paid, at one and one-half times (1 1/2X) her basic rate of pay.

- 31.03 (a) No casual employee shall be scheduled except with her consent.
- (b) Employees shall be aware that, in the course of their regular duties, they may be required to work on various shifts throughout the twenty-four (24) hour period of the day and the seven (7) days of the week. The first shift of the working day shall be one wherein the majority of hours worked fall between twenty-four hundred (2400) and zero eight hundred (0800) hours.

31.04 In the event that a casual employee reports to work as scheduled or called and the Employer cancels her shift, the employee shall be paid three (3) hours pay at the employee's basic rate of pay.

Extended Work Day

31.05 All provisions pertaining to casual employees working the extended work day are covered in Article 40.

Overtime

- 31.06 (a) Overtime is all time authorized by the Employer and worked by an employee in excess of seven and three-quarter (7 3/4) hours per day. The Employer shall provide on each ward or unit overtime forms which are to be signed by the designated authorizing person and a copy shall be given to the employee at the time the overtime is worked.

- (b) The overtime rate of one and one-half times (1 1/2X) the applicable basic rate of pay shall be paid for the first two (2) hours of overtime worked, and the overtime rate of two times (2X) the applicable basic rate of pay for all hours worked thereafter.

Salaries

- 31.07
- (a) The basic rate of pay for casual employees shall be as outlined in the Salaries Schedule.
 - (b) Subject to any of the other terms of this Collective Agreement providing for the withholding or delay in granting of an increment, an employee's basic rate of pay will be advanced to the next higher basic rate of pay following two thousand and twenty-two point seven five (2022.75) hours worked with the Employer.
 - (c) Provided not more than two (2) years shall have elapsed since the experience was obtained, when an employee has experience satisfactory to the Employer, her starting salary shall be adjusted by applying the following formula:
 - (i) advance starting rate to the second (2nd) increment in the salary scale if more than twenty-four (24) months, or
 - (ii) advance starting rate to the third (3rd) increment in the salary scale if more than thirty-six (36) months, or
 - (iii) advance starting rate to the fourth (4th) increment in the salary scale if more than forty-eight (48) months, or
 - (iv) advance starting rate to the fifth (5th) increment in the salary scale if more than sixty (60) months.

The provisions of Article 31.07(iii) and (iv) shall be applicable only to the employees whose date of hire is on or after April 1, 1991.

31.08 **Shift Differential**

A shift differential of one dollar (\$1.00) per hour shall be paid:

- (a) to employees working a shift where the majority of such shift falls within the period fifteen hundred (1500) hours to zero seven hundred (0700) hours; or
- (b) to employees for each regularly scheduled hour worked between fifteen hundred (1500) hours to zero seven hundred (0700) hours, provided that greater than two (2) hours are worked between fifteen hundred (1500) hours to zero seven hundred (0700) hours;
- (c) to employees for all overtime hours worked which fall within the period of fifteen hundred (1500) hours to zero seven hundred (0700) hours.

All premiums payable under this Article shall not be considered as part of the employee's basic rate of pay.

31.09 **Weekend Premium**

A weekend premium of fifty cents (50¢) per hour shall be paid:

- (a) to employees working a shift wherein the majority of such shift falls within a sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday; or
- (b) to employees working each regularly scheduled hour worked after fifteen hundred (1500) hours on a Friday provided that greater than two (2) hours are worked within a sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday;
- (c) to employees working all overtime hours which fall within the sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday.

All premiums payable under this Article shall not be considered as part of the employee's basic rate of pay.

On-Call Duty

31.10 Where a casual employee is assigned by the Employer to "on-call duty" for a specified period of time, she shall be paid one dollar and twenty-five cents (\$1.25) per hour, except that on named holidays, she shall be paid one dollar and seventy-five cents (\$1.75) per hour.

31.11 Where the Employer requires an employee to carry a pocket pager while on call, such pagers shall be supplied by the Employer. The number and distribution of pagers shall be determined by the Employer and shall remain the property of the Employer.

31.12 For each occasion that a casual employee is called back to duty during the employee's "on-call duty". in addition to the payment received for being "on-call", the employee shall be paid for all hours worked during the on-call period or for three (3) hours, whichever is the longer, at her basic rate of pay.

Overtime rates, pursuant to Article 31.06(b) shall apply for all hours worked in excess of seven and three-quarter (7 3/4) hours per day.

Ambulance Duty

31.13 An employee assigned to travel by ambulance shall be paid fifty dollars (\$50.00) per round trip beyond seventy (70) kilometres or greater from her place of employment.

In addition to the payment provided for above:

- (a) in the event circumstances permit an immediate return to her place of employment, she shall be paid at her basic rate of pay and/or, if applicable, the overtime rate(s) as stated in Article 13, to which she is entitled up to the time:
 - (i) the patient is released into the care of the receiving institution; or,
 - (ii) her assigned work period would otherwise have ended; or
 - (iii) she has returned to her place of employment;whichever is the later and she shall be reimbursed for reasonable and substantiated expenses incurred.
- (b) In the event circumstances prevent an immediate return to her place of employment, she shall be entitled to:
 - (i) no loss of regular earnings for time not worked on assigned shifts as a result of the ambulance duty;
 - (ii) be reimbursed for reasonable and substantiated expenses incurred; and
 - (iii) her basic rate of pay and/or if applicable, the overtime rate(s) as stated in Article 13, for the time spent on the return trip on the same basis as if she had been working at her place of employment.

31.14 The Employer shall establish a roster on which employees may indicate their willingness to perform ambulance duties. An employee who has not placed her name on such a roster shall not be required to take an ambulance assignment except where no employee on the roster is immediately available to be assigned such duty.

Transportation

- 31.15 (a) Casual employees who normally travel from the Institution to their place of residence by means of public transportation following the completion of their shift, but are prevented from doing so by being required to remain on duty past the time when normal public transportation is available, shall be reimbursed for the cost of reasonable, necessary and substantiated transportation expense from the Institution to their place of residence.
- (b) Where a casual employee is assigned duties necessitating the use of her automobile. she shall be reimbursed pursuant to Article 21.02.

Named Holidays

- 31.16 (a) Casual employees shall be paid at one and one-half times (1 1/2X) their basic rate of pay for all hours worked on the named holiday.

- (b) Casual employees shall be paid in addition to their basic rate of pay four point six percent (4.6%) of their basic rate of pay in lieu of the aforementioned named holidays.

31.17 **Annual Vacations**

Casual employees shall be entitled to, in addition to their basic rate of pay, six percent (6%) of their basic rate of pay in lieu of vacation, and shall be entitled to an additional two percent (2%) vacation pay on completion of the equivalent hours of work required by a full-time employee to reach the vacation entitlement of twenty (20) working days, and a further two percent (2%) vacation pay on completion of the equivalent hours of work required by a full-time employee to reach the vacation of twenty-five (25) working days and a further two percent (2%) of vacation pay on the completion of equivalent hours of work required by a full-time employee to reach the vacation of thirty (30) working days.

31.18 **Dues Deduction**

Casual employees shall be subject to dues deductions as provided in Article 4.

31.19 **Grievance Procedure**

Casual employees shall be covered by the Grievance and Arbitration procedure provision of this Collective Agreement.

31.20 **Appointments, Transfers and Promotions**

- (a) Subject to the criteria established in Article 11 of this Collective Agreement, an applicant for regular employment who has experience with the Employer as a casual employee within the bargaining unit shall be given preference over external applicants.
- (b) All applicants for a posted transfer, promotion and/or vacancy, shall be informed in writing of their acceptance or rejection within five (5) working days of the date of the appointment. The name of the employee who is appointed to fill the transfer, promotion and/or vacancy shall be posted forthwith on a bulletin board provided for that purpose and shall remain posted for ten (10) calendar days.

31.21 Casual employees who transfer to regular full-time or part-time employment with the Employer shall be credited **with** the following entitlements earned during her casual period of employment provided not more than six (6) months have elapsed since she last worked for the Employer:

- (a) vacation entitlement: and
- (b) the total accumulation of regular hours worked for the purpose of incremental advancement pursuant to Article 3 1.07.

31.22 **Temporary Assignments**

When a casual employee is assigned to replace another employee in a higher **paid** classification within this Collective Agreement for one full shift or longer, she shall be paid the basic rate of pay for the classification in which the employee is relieving, providing she is qualified to perform the substantive duties of the higher paid classification. When a casual employee is required temporarily to perform the duties of a lower paid classification, her basic rate of pay will not be changed.

31.23 **Probationary Period**

Casual employees shall be covered by the Probationary Period Article of this Collective Agreement.

31.24 **Discipline and Dismissal**

Casual employees shall be covered by the Discipline and Dismissal Article of this Collective Agreement.

ARTICLE 32: LAYOFF AND RECALL

32.01 It is the exclusive right of the Employer to:

- (a) establish, and vary from time to time; the job classifications and the number of employees if any, to be employed in any classification, or in any work place of the Institution; and
- (b) assign to other classifications any, or all, of the duties normally performed by classifications of this bargaining unit when employees from within this bargaining unit are not available.

Meeting With the CHCG

32.02 The Employer and the CHCG recognize the value of meeting prior to a layoff process occurring. The purpose of this meeting is to discuss the process of how the layoff will take place, review the current seniority list, and discuss other relevant factors the parties agree upon.

Notice of Layoff

32.03 (a) When, in the opinion of the Employer, it becomes necessary to displace an employee, due to reduction of the work force or reduction in regularly scheduled hours of work of a regular employee, or wholly or partly discontinue an undertaking, activity or service, the Employer will notify the employee at least fourteen (14) calendar days prior to the date of layoff, except that the fourteen (14) calendar days notice shall not apply where layoff results from an act of God, fire, flood or a work stoppage by employees not covered by this Collective Agreement.

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- (b) Where the layoff results from an act of God, fire or flood, the fourteen (14) calendar days notice is not required but up to two (2) weeks pay in lieu thereof based on regularly scheduled hours worked during this period shall be paid to affected employees.
- (c) The written notice of layoff will confirm in writing to the employee the effective date her current position will be affected, the date and time of the consultation meeting referred to in Article 32.04, seniority list, and a request for the employee to indicate alternative positions, pursuant to Article 32.04(b).

Consultation Process

32.04

- (a) A consultation meeting will be arranged by the Employer between the employee, an Employer representative(s) and a CHCG representative(s). The consultation process will not be unreasonably delayed as a result of the unavailability of a CHCG representative.
- (b) In advance of the scheduled consultation meeting, the employee will indicate in writing to the Employer her top three (3) alternative positions for placement.
 - (i) These positions will be vacancies or positions occupied by less senior employees, for which the employee has the skill, training, knowledge, and ability to perform the work.
 - (ii) If there are no other positions of the same status as the employee's current position (either full time or part time), the employee may indicate an alternative position of the other status (either part time or full time).
 - (iii) The alternatives identified shall also be in the same classification as the employee's current position.
 - (iv) Where there are no other positions in the same classification as the employee's current position, the employee may indicate an alternative position which is vacant, or occupied by a less senior employee in a classification in a lower paygrade.
- (c) At the consultation meeting, the employee's alternatives for placement will be reviewed. The Employer will then assess the employee's skills, training, knowledge and ability to perform the work required.

Displacement

32.05

- (a) Based upon this consultation, the employee will be offered a position for which she has the skills, training, knowledge, and ability to perform the work required.

- (b) Where the employee refuses an offer of an alternative position, or lacks the required skills, training, knowledge and ability, or seniority, to displace another employee within her classification, or in a classification with the same or lower rate of pay, she shall be laid off in accordance with the notice provided to her in article 32.03.
- (c) Where the employee is offered and accepts a position occupied by a less senior employee, the less senior employee will receive notice and have a consultation in accordance with Article 32.04(a) through (c).
- (d) When an employee is on approved leave of absence, or Workers' Compensation Benefits, or Long Term Disability Insurance Benefits, the consultation meeting, and notice of layoff, if applicable, shall be served when the employee has provided notice of readiness to return to work.

Employee Benefit Coverage During Layoff

- 32.06 Employees affected by layoff, such that the regular employee does not hold a regular or temporary position, may elect to maintain coverage of contributory plans specified in Article 24: Employee Benefits Plan, provided that the employee makes arrangements prior to her date of layoff to pay the full premium costs for a maximum of twelve (12) months from the date of layoff. In the event the employee works casual shift(s) the employee shall remain responsible for the payment of the full premium costs.

Operation of Layoff and Recall Article

- 32.07 The operation of this Article, including revision to shift schedules caused by layoff or displacement, shall not constitute a violation of the terms of this Collective Agreement.

Recall

- 32.08 (a) For the purposes of Article 32.08 through 32.11, "full layoff" shall mean that a regular employee does not hold a regular or temporary position due to the application of Article 32.
- (b) All regular and temporary vacancies shall be posted. When there are regular employees on full layoff, the applications for these postings will be limited to regular employees who are currently working in regular or temporary positions. Casual employees, regular employees on full layoff, and external applicants may not apply. The postings and selection process shall be administered in accordance with Article 11: Appointments, Transfers, and Promotions.

- (c) Where there are no applicants for a posted vacancy, or there are no suitable applicants, the most senior regular employee on full layoff who has the skills, training, knowledge and ability to perform the work shall be offered the position. The method of recall shall be by telephone, and if contact with the employee is not accomplished, by double registered letter sent to the employee's last known place of residence or by personal delivery of same. When dispatched by registered mail, the letter shall be deemed delivered five (5) calendar days from the date of mailing. The employee so notified will report for work as directed but in any event shall notify the Employer of their intent no later than five (5) days following the delivery date.
- (d) No new regular or temporary employees will be hired where there are other employees, who possess the requisite skills, training, knowledge and ability for the available job, who are on full layoff.

32.09 Other than for the continuation of the seniority held at the time of full layoff, discipline, grievance and arbitration rights, and rights and benefits arising under this Article, an employee's rights while on full layoff shall be limited to the right of recall.

32.10 Employment shall be deemed terminated when an employee does not return from full layoff when notified to do so, or on the expiry of twelve (12) months from the date of full layoff, whichever first occurs. Where an employee on full layoff has been recalled to a temporary position pursuant to Article 32.08 (c), the twelve month period shall be suspended during her temporary position and shall recommence upon the termination of the temporary position for the balance of the twelve (12) month recall period.

Casual Shifts

- 32.11 (a) Employees who have been reduced in regular hours of work through the application of Article 32, and employees on full layoff shall indicate in writing on a regular basis to the employer their availability to work casual shifts (i.e. work opportunities of three (3) months or less).
- (b) Casual shifts shall be offered to employees who have the skills, training, knowledge and ability to perform the work, in the following order, except where patient care requirements are such that this order is not possible:
 - (i) Regular employees who have been reduced in regular hours of work through the operation of this Article in order of seniority, then
 - (ii) Regular employees on full layoff in order of seniority. then
 - (iii) Casual employees and regular part-time employees who have indicated their willingness to work additional shifts pursuant to Article 29.11.

- (c) Regular employees who have been reduced in regular hours of work may refuse casual shifts without penalty. Regular employees on full layoff who refuse casual shifts may do so without adversely impacting their recall rights.
- (d) This obligation to offer casual shifts according to Article 32.11 shall expire on twelve (12) months from the date the regular employee was reduced in regularly scheduled hours of work as a result of the application of this article, or twelve (12) months from the date the regular employee was on full lay off, whichever is applicable.

ARTICLE 33: DISCIPLINE AND DISMISSAL

- 33.01 Unsatisfactory conduct and/or performance by an employee may be grounds for discipline up to, and including, immediate dismissal.
- 33.02 Unsatisfactory conduct and/or performance by an employee which is not considered by the Employer to be serious enough to warrant suspension or dismissal may result in a written warning to the employee. A copy of the written warning shall be placed on the employee's personnel file. Copies of all notices of discipline including dismissal shall be forwarded to the President of the Guild within five (5) days of issuance.
- 33.03 The employee shall sign any written notice of discipline, for the sole purpose of indicating that she is aware of the disciplinary notice. Where circumstances permit, an employee may be accompanied by a representative of the Guild during the disciplinary discussion.
- 33.04
 - (a) When an employee has grieved a disciplinary action and a designated officer of the Employer has either allowed the grievance or reduced the penalty levied against the grievor, the personnel file of the employee shall be amended to reflect this action provided this action results in the abandonment of the grievance.
 - (b) An employee who has been subject to disciplinary action may, after two (2) years of continuous service from the date the disciplinary measure was invoked, request in writing that her personnel file be cleared of any record of the disciplinary action. Such request shall be granted provided the employee's file does not contain any further record of disciplinary action, during the two (2) year period, of which the employee is aware. The Employer will confirm in writing to the employee that such action has been effected.
- 33.05 An employee absent for two (2) consecutive scheduled work days without notifying the Employer. shall be considered to have vacated her position.
- 33.06 Nothing in this Article prevents immediate suspension or dismissal for just cause.

ARTICLE 34: BULLETIN BOARD SPACE

34.01 The Employer shall provide bulletin boards to be placed in reasonably accessible locations upon which designated space shall be provided where the Guild may be permitted to post notices of meetings and other such notices which may be of interest to employees. It is not the intention of the Guild to post anything objectionable to the Employer.

ARTICLE 35: HEALTH AND SAFETY

35.01 The Employer shall establish a Health and Safety Committee which shall be composed of representatives of the Employer and representatives of the Guild and may include representatives of other employee groups. This committee shall meet once per month. An employee shall be paid her basic rate of pay for attendance at these committee meetings.

35.02 The Health and Safety Committee shall consider such matters as occupational health and safety and may make recommendations to the Employer in that regard. The Committee will function in accordance with the regulations published pursuant to the Occupational Health and Safety Act or such other procedural rules as may be mutually agreed.

35.03 The Health and Safety Committee shall also consider measures necessary to ensure the security of each employee on the Employer's premises and may make recommendations to the Employer in that regard. Should the recommendations not be implemented or adequate steps taken towards implementation within two (2) months from the date the recommendation is made the Guild Representative may direct that the item be referred to the Chief Executive Officer forthwith. A written reply will be given within thirty (30) days of the presentation by the Committee.

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ARTICLE 36: COPIES OF THE COLLECTIVE AGREEMENT

36.01 Within sixty (60) days of the signing of this Collective Agreement, the Employer shall provide each employee with a copy.

36.02 The Employer shall provide a copy of the Collective Agreement to each new employee upon appointment.

36.03 The Collective Agreement shall be printed in pocket-sized format. Selection of the printers and printing of the Collective Agreement shall be the joint responsibility of the Provincial Health Authorities of Alberta and the Canadian Health Care Guild. Cost shall be shared equally between PHAA and the CHCG.

ARTICLE 37: GRIEVANCE PROCEDURE

37.01 Grievance Definitions

A grievance shall be defined as any difference arising out of an interpretation, application, administration or alleged violation of this Collective Agreement. A grievance shall be categorized as follows:

- (a) an individual grievance is a dispute affecting one (1) employee. Such grievance shall be initiated at Step 1 of the grievance procedure as outlined in Article 37.05 except in cases of suspension or dismissal which will commence at Step 2, or;
- (b) a group grievance is a dispute affecting two (2) or more employees. Such grievance shall be initiated at Step 2 and processed therefrom in the same manner as an individual grievance as outlined in Article 37.05. A group grievance shall list all employees affected by the grievance and the results of such grievance shall apply, proportionately if applicable, to all employees listed on the original grievance; or
- (c) a policy grievance is a dispute between the parties which, due to its nature, is not properly the subject of an individual or group grievance. Such grievance shall be initiated, in writing, within ten (10) days of the date the aggrieved party first became aware of or reasonably should have become aware of the event leading to the grievance. If the policy grievance is a Union grievance, it shall commence at Step 2. If the policy grievance is an Employer grievance, it shall be directed to the President of the Guild and the President shall render a written reply within five (5) days of receipt. Upon receipt of response or failure to reply, the Employer may advance the grievance to arbitration.

37.02 Authorized Representatives

- (a) An employee may be assisted and represented by the Guild or Chapter Representative when presenting a grievance.
- (b) The Employer agrees that Chapter Representatives shall not be hindered, coerced or interfered with in any way in the performance of their functions while investigating disputes and presenting adjustments as provided in this Article. However, no representative shall leave her work without obtaining consent from her supervisor which shall not be unreasonably withheld. The Chapter Representative shall not suffer any loss of pay for time spent in the performance of her duties involving a grievance provided that the representative does not leave the Employer's premises.

37.03 Time Limits

For the purposes of this Article, periods of time referred to in days shall be deemed such periods of time calculated on consecutive calendar days exclusive of Saturdays, Sundays and Named Holidays which are specified in Article 22.

37.04 **Mandatory Conditions**

- (a) Should the employee or the Guild fail to comply with any time limit in the grievance procedure, the grievance will be considered to be abandoned, unless the parties have mutually agreed in writing to extend the time limits.
- (b) Should the Employer fail to comply with any time limits in the grievance procedure, the grievance shall automatically move to the next step on the day following the **expiry** of the particular time limit unless the parties have mutually agreed in writing to extend the time limits.
- (c) During any and all grievance proceedings, the employee shall continue to perform her duties, except in cases of suspension or dismissal.
- (d) A suspension or dismissal grievance shall commence at Step 2.

37.05 **Steps in the Grievance Procedure**

(a) **Step 1**

An employee who has a grievance shall, within five (5) days of the date she becomes aware of, or reasonably should have become aware of, the occurrence which led to the grievance, first discuss the matter with her immediate supervisor and attempt to resolve the grievance at this stage. In the event that it is not resolved satisfactorily to the employee, it may be advanced in accordance with the following steps.

(b) **Step 2**

If

- (i) an individual grievance, within ten (10) days of discussing the grievance with her immediate supervisor in Step 1; or
- (ii) a group grievance, within ten (10) days of the date any of the aggrieved parties became aware of the event or reasonably should have become aware of the event leading to the grievance,

the grievance shall be submitted, in writing, stating the article claimed to have been violated, the nature of the grievance and the redress sought, to the Director of Nursing Service or designated representative who shall reply in writing within ten (10) days of receiving the grievance. If the grievance is not settled at this stage, it may be advanced to Step 3.

(c) **Step 3**

Within five (5) days of the reply from the Director of Nursing Service or designated representative, the employee shall submit the grievance in writing to the Administrator of the Institution(s) or the designated representative. The Administrator or his representative shall hold a hearing within five (5) days of receipt of the grievance. The employee shall be entitled to have a representative of the Guild present during the meeting. The Administrator or his representative shall render a written decision within five (5) days of the date of the hearing. If the grievance is not settled at this stage, the Guild may decide to proceed to Arbitration.

37.06

Arbitration

- (a) Either party wishing to submit a grievance to Arbitration shall, within ten (10) days of the receipt of the decision at Step 3 of the grievance procedure, notify the other party in writing of its intention to do so and name its appointee to the Arbitration Board, or state its desire to meet to consider the appointment of the single Arbitrator.
- (b) Within seven (7) days after receipt of notification provided for in 37.06(a) above, the party receiving such notice shall:
 - (i) inform the other party of the name of its appointee to an Arbitration Board; or
 - (ii) arrange to meet with the other party in an effort to select a single Arbitrator. Where agreement cannot be reached on the principal, and/or selection of a single Arbitrator, an Arbitration Board shall be established.
- (c) Where appointees to a Board have been named by the parties, they shall within seven (7) days endeavor to select a mutually acceptable Chairman for the Arbitration Board. If they are unable to agree upon the choice of a Chairman, application shall be made to the Director of Alberta Mediation Services to appoint an Arbitrator pursuant to the provisions of the Labour Relations Code.
- (d) After a single Arbitrator has been selected, or the Arbitration Board has been formed in accordance with the above procedure, it shall meet with the parties within twenty-one (21) days and hear such evidence as the parties may desire to present; assure a full fair hearing, and shall render the decision, in writing to the parties within fourteen (14) days after the completion of the hearing.
- (e) In the case of an Arbitration Board, the Chairman shall have the authority to render the decision with the concurrence of either of the other members. and a decision thus rendered or the decision of the single Arbitrator shall be final and binding on the parties.

- (f) The Arbitration decision shall be governed by the terms of this Collective Agreement and shall not alter, amend or change the terms of this Collective Agreement.
- (g) Each of the parties to this Collective Agreement shall bear the expenses of its appointee to an Arbitration Board. The fees and expenses of the Chairman or single Arbitrator shall be borne equally by the two (2) parties to the dispute.
- (h) Any of the time limits herein contained in Arbitration proceedings may be extended if mutually agreed to in writing by the parties.

ARTICLE 38: EMPLOYEE-MANAGEMENT ADVISORY COMMITTEE

- 38.01 (a) An Employee-Management Advisory Committee shall be established within three (3) months of the signing of the Collective Agreement. The local chapter representative of the Guild shall provide the names of up to four (4) elected employees and the Employer shall provide the names of up to four (4) appointed representatives to sit on the EMAC.
 - (b) The desired functions of the EMAC are to examine and make recommendations regarding the concerns of employees relative to patient care and other matters related to employment, not covered within the Collective Agreement.
- 38.02 In an institution that has an established mechanism(s) that performs the functions of the EMAC as described in Article 38.01(b) and where the mechanism(s) provides for the representation from this bargaining unit then the Employer and the local chapter representative of the Guild may mutually agree to waive Article 38.01(a).

ARTICLE 39: UNIFORMS

- 39.01 Where uniforms are required by the Employer, the following shall apply:
- (a) employees may, at their discretion, wear caps, lab coats or warming jackets;
 - (b) employees may, at their discretion, wear coloured uniforms, except where uniforms are supplied by the Employer.

ARTICLE 40: EXTENDED WORK DAY

- 40.01 (a) Where the parties to this Collective Agreement agree to implement a system employing an extended work day and resultant compressed work week, they shall evidence such Collective Agreement by signing a document indicating those nursing units where such Collective Agreement applies. The list of nursing units may be amended from time to time by agreement of the parties. Such list shall indicate for each unit whether this list applies to full-time employees, part-time employees or both.

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- (b) Nursing units may be deleted from the list referred to in Article 40.01 (a) by either party providing the other party with twelve (12) weeks' notice in writing of such intent.

40.02 The Employer and the Guild acknowledge and confirm that, with the exception of those amendments hereinafter specifically detailed, when the extended work day is implemented in a nursing unit, all other Articles of this Collective Agreement shall remain in full force and effect as between the parties.

40.03 **Hours of Work**

- (i) Amend Article 12.01 to read:

“12.01 Regular hours of work for full time employees, exclusive of meal periods, shall:

- (a) not exceed _____ consecutive hours per day, however, in no case shall they exceed eleven and one-quarter (11 1/4) consecutive hours per day;
- (b) be thirty-eight point seven nine (38.79) hours per week averaged over one (1) complete cycle of the shift schedule;
- (c) except where overtime is necessitated, maximum in-hospital hours shall not exceed twelve and one-quarter (12 1/4) hours per day, as determined by the start and finish times of the shift.”

- (ii) Amend Article 12.02 to read:

“12.02 Regular hours of work shall be deemed to:

- (a) include as scheduled by the Employer, three (3) rest periods of fifteen (15) minutes during each full working shift; and
- (b) exclude at least one (1) and a maximum of two (2) thirty (30) or thirty-five (35) minute meal periods as scheduled by the Employer. Two (2) or more meal breaks or rest periods may be combined by agreement between the employee and the Employer.”

- (iii) Amend Article 12.05 to read:

“12.05 Except in cases of emergency or by mutual agreement between the employee and the Employer. shift schedules for regular employees shall provide for:

- (a) at least twenty-two and one-half (22 1/2) hours off duty at a shift changeover;

- (b) at least two (2) consecutive days of rest per week; and
- (c) two (2) weekends off duty in each four (4) week period. "Weekend" shall mean a Saturday and the following Sunday. The period of time off must be at least fifty-nine (59) hours.

Except when application of this Article is waived by mutual agreement between the employee and the Employer, if an employee is required by the Employer to change shifts without receiving twenty-two and one-half (22 1/2) hours off duty, she shall be entitled to premium payment of two times (2X) her basic rate of pay for the first tour of duty on the new shift."

- (iv) Amend Article 12.07(c) to read:

"12.07 (c) A request by an employee to work nights only shall not be unreasonably denied, provided however that the Employer shall have the right to assign periods of day duty for the purpose of maintaining proficiency totaling not more than one hundred and eighty (180) regular hours worked in a calendar year. When a request to work nights only is accommodated the employee may only alter that request by the giving of fourteen (14) weeks notice of intention."

- (v) Amend Article 12.07(d) to read:

"12.07 (d) Employees who are required to rotate shifts shall be assigned day duty at least one-half (1/2) of the time during the shift cycle, provided that in the event of an emergency or where unusual circumstances exist, an employee may be assigned to such shift as may be necessary. For the purpose of applying the foregoing, an employee will be deemed to have been assigned day duty for those periods of time absent on vacation or on or for a Named Holiday, that would have, except for such absence, been day duty to which the employee would have been assigned in accordance with the shift schedule. Scheduled days of rest shall not be considered as day duty for the purpose of applying this provision."

- (vi) Amend Article 12.11 to read:

"12.11 An employee shall not be scheduled to work more than four (4) consecutive extended shifts nor more than four (4) extended shifts per week."

(vii) Amend Article 12.15 to read:

- “12.15 (a) Employees may work flexible hours by mutual agreement between the employee and Employer, whereby at a mutually agreeable time the Employer will provide and that employee shall take time off:
- (i) for those hours worked during the normal rest period, and
 - (ii) in place of overtime pay for those hours worked in excess of eleven and one-quarter (11 1/4) in a day or thirty-eight point seven nine (38.79) in a week averaged over one cycle of this shift schedule, in which event Articles 12.01, 12.04, 12.05 and 13 shall have no application.
- (b) The employee shall be paid for the time taken off in place of overtime pay at the same rate the employee would have been paid wages had the employee worked those hours on a normal working day.
- (c) If time off in place of overtime pay is not provided and taken in accordance with the foregoing, the employee will be paid overtime pay in accordance with Article 13.05.”

40.04 Overtime

(i) Amend Article 13.01 to read:

“13.01 Overtime is all time authorized by the Employer and worked by a regular employee in excess of the regularly scheduled daily hours in compliance with Article 40.03(i) or on scheduled days of rest for full-time employees. The Employer will provide on each ward or unit overtime forms which are to be signed by the designated authorizing person and a copy shall be given to the employee at the time the overtime is worked. If mutually agreed between the employee and the Employer, equivalent time off in lieu of pay may be granted. Time off not taken by the last day of March in any given year shall be paid out.”

(ii) Amend Article 13.02 to read:

“13.02 Subject to the foregoing an employee will be compensated for authorized overtime worked when the regularly scheduled shift consists of:

- (a) Seven point seven five (7.75) hours, at one and one-half times (1 1/2X) the basic rate of pay for the first two (2) hours and at two times (2X) the basic rate of pay thereafter, or
- (b) Eight point seven five (8.75) hours, at one and one-half times (1 1/2X) the basic rate of pay for the first two (2) hours and at two times (2X) the basic rate of pay thereafter, or
- (c) Nine point seven five (9.75) hours, or more, at two times (2X) the basic rate of pay.”

(iii) Amend Article 13.03 to read:

“13.03 Subject to the foregoing an employee will be compensated for authorized overtime worked on a regularly scheduled day off at two times (2X) the basic rate of pay.”

40.05 **Named Holidays**

Amend Article 22.03 to read:

“22.03 Notwithstanding Article 2.13, an employee required to work on a Named Holiday shall be paid for all hours worked on a Named Holiday at one and one-half times (1 1/2X) her basic rate of pay, excepting where another premium (i.e. overtime) would provide a greater monetary benefit, plus:

- (a) an alternate day off at a mutually agreed time; for which she will be paid seven and three-quarter (7 3/4) hours pay at her basic rate of pay, or
- (b) failing mutual agreement of the alternate day off to be scheduled within thirty (30) calendar days following the Named Holiday, the employee will be paid seven and three-quarter (7 3/4) hours at her basic rate of pay.”

40.06 **Vacation Entitlement**

(i) Amend Article 23.02 to read:

“23.02 (a) During each year of continuous service in the employ of the Employer, an employee shall earn entitlement to a vacation with pay to be taken in the next following vacation year and the rate shall be as follows:

- (i) during the first (1st) and second (2nd) years of such employment in these positions, an employee earns a vacation of one hundred sixteen point two five (116.25) working hours;
- (ii) during the third (3rd) to fourteenth (14th) years of employment, an employee earns a vacation of one hundred fifty-five (155) working hours; and
- (iii) during the fifteenth (15th) to twenty-fourth (24th) years of employment, an employee earns a vacation of one hundred ninety-three point seven five (193.75) working hours;
- (iv) during each of the twenty-fifth (25th) and subsequent years of employment an employee earns a vacation of two hundred thirty-two point five zero (232.50) working hours per year.

(b) **Employee with less than a year of service**

An employee who has less than one (1) year of service prior to the first (1st) day of _____ in any one (1) year shall be entitled to a vacation calculated on the number of months from the date of employment in proportion to which the number of months of the employee's service bears to twelve (12) months.

(c) **Vacation Earning Portability**

Where a voluntarily terminated employee commences employment within six (6) months of date of termination of employment with another Employer signatory to an agreement containing this provision, such employee shall, after one (1) year of service, receive vacation entitlement as though her employment has been continuous. At the request of the employee the Employer shall provide the employee with a written statement of her vacation entitlement upon termination.*

(ii) Amend Article 41.02 to read:

“41.02 Vacation Pay on Termination

- (a) If employment is terminated by an employee without giving proper notice pursuant to Article 41.01, notwithstanding any other provisions of this Collective Agreement, such employee shall receive vacation pay at the rate prescribed in the subsisting order of the Employment Standards Code concerning vacation pay. The Employer may waive this clause if termination is due to illness or for other reasons which are acceptable to the Employer.
- (b) If employment is terminated, and proper notice given, the employee shall receive vacation pay in lieu of the unused period of vacation entitlement up to _____ in each calendar year at the employee’s regular rate, together with six (6%) percent, in the case of an employee entitled to one hundred sixteen point two five (116.25) working hours vacation per annum, or eight (8%) percent, in the case of an employee entitled to one hundred fifty-five (155) working hours vacation per annum, or ten (10%) percent in the case of an employee entitled to one hundred ninety-three point seven five (193.75) working hours vacation per annum, or twelve percent (12%) in the case of an employee entitled to two hundred thirty-two point five zero (232.50) working hours vacation per annum, of the employee’s regular earnings from the first day of _____ in each calendar year to the date of termination.
- (c) When an employee is discharged for cause, vacation pay shall be at the rate prescribed in the subsisting order of the Employment Standards Code.”

40.07 Sick Leave

(i) Amend Article 25.02 to read:

“25.02 After an employee has completed her probationary period she shall be allowed a credit for sick leave computed from the date of employment at the rate of eleven point six two five (11.625) hours for each full month of employment to a maximum credit of nine hundred and thirty (930) hours provided, however, that an employee shall not be entitled to apply sick leave credits prior to the completion of her probationary period.”

(ii) Amend Article 25.04 to read:

“25.04 An employee granted sick leave shall be paid for the period of such leave at her basic rate of pay and the number of hours thus paid shall be deducted from her accumulated sick leave credit to the total number of the employee’s accumulated credit at the time sick leave commenced.”

(iii) Amend Article 25.06 to read:

“25.06 When an employee has accrued the maximum sick leave credit of nine hundred and thirty (930) hours, she shall no longer accrue sick leave credits until such time as her total accumulation is reduced below the maximum. At that time, she shall recommence accumulating sick leave credits.”

40.08 **Leave of Absence**

(i) Amend Article 27.07(a) to read:

“27.07 **Bereavement Leave**

(a) Bereavement leave of three (3) extended working days and a maximum of twenty-three decimal two five (23.25) paid hours shall be granted in the event of a death of a member of the employee’s immediate family (i.e. spouse, child, parent, brother, sister, mother-in-law, father-in-law, son-in-law, daughter in-law, grandparent, grand-child, guardian or fiancé). Spouse shall include common-law and/or same-sex relationship. Step-parent, step-children, step-brother and step-sister shall be considered as members of the employee’s immediate family. The Employer may extend bereavement leave by up to two (2) additional days. Bereavement leave may include normal days off and/or vacation but no additional payment is due therefor.

(b) In the event of a death of another relative or close friend, the Employer may grant up to one (1) working day off with pay to attend the funeral services.”

40.09 **Shift Differential**

(i) Amend Article 16.01 to read:

“16.01 A shift differential of one dollar (\$1.00) per hour shall be paid to employees for all hours worked within the period between fifteen hundred (1500) hours and zero seven hundred (0700) hours. Shift differential payments shall not be considered as part of the employee’s basic rate of pay.”

40.10 Weekend Premium

- (i) Amend Article 17.01 to read:

“17.01 A weekend premium of fifty cents (\$.50) per hour shall be paid in addition to shift differential, if applicable, to employees for all hours worked within the period from fifteen hundred (1500) hours on Friday to zero seven hundred (0700) hours the following Monday. Such premium payments shall not be considered as part of the employee’s basic rate of pay.”

40.11 Part-Time Employees

- (i) Amend Article 29.02 to read:

“29.02 Regular hours of work for part-time employees, exclusive of meal periods, shall be up to eleven and one-quarter (11 1/4) hours in any day. The ratio of work days to non-work days shall not exceed 7:7 in a six (6) calendar week period.”

- (ii) Amend Article 29.05 to read:

“Except in cases of emergency or by mutual agreement between a part-time employee and the Employer:

- (a) shift schedules shall provide for at least twenty-two and one-half (22 1/2) hours off duty at a shift changeover;
- (b) an employee shall not be scheduled to work on two (2) weekends in each four (4) week period. Weekend shall mean a Saturday and the following Sunday. The period of time off must be at least fifty-nine (59) hours;
- (c) an employee shall not be scheduled to work more than four (4) consecutive extended shifts nor more than four extended shifts per week.

Except when application of this Article is waived by mutual agreement between the employee and the Employer, if an employee is required by the Employer to change shifts without receiving twenty-two and one-half (22 1/2) hours off duty, she shall be entitled to premium payment of two times (2X) her basic rate of pay for the first tour of duty on the new shift.”

- (iii) Amend Article 29.11 to read:

“29.11 (a) A part-time employee may work additional shifts from time to time.

- (b) Where a part-time employee volunteers or agrees when requested, she shall be paid her basic rate for such hours or, if applicable, at the overtime rate(s) provided in Article 40.04:
 - (i) for those hours worked in excess of eleven and one-quarter (1 1/4) hours in a day; or
 - (ii) for work performed by the employee on days in excess of the work ratio referred to in Article 40.11.
- (c) Where the Employer requires a part-time employee to work without her having volunteered or agreed to do so, she shall be paid the applicable overtime rate provided in Article 40.04.”

(iv) Amend Article 29.22 to read:

“29.22 Part-time employees shall accumulate sick leave benefits on the basis of eleven point six two five (11.625) hours per month, pro-rated on the basis of the regularly scheduled hours worked by the part-time employee, in relation to the regularly scheduled hours worked for full-time employees, such employees shall not be entitled to apply sick leave credits prior to the completion of her probationary period.”

40.12 **Casual Employees**

A casual employee may be called or required for an extended work day shift in accordance with Article 40.03. In such case, work in excess of seven point seven five (7.75) hours shall be regarded as overtime except where the casual employee replaces another employee in an extended work day position.

ARTICLE 41: RESIGNATION AND TERMINATION

41.01 An employee shall give the Employer at least twenty-eight (28) calendar days notice of termination of employment.

41.02 **Vacation Pay on Termination**

- (a) If employment is terminated by an employee without giving proper notice, pursuant to Article 41.01 above, notwithstanding any other provisions of the Collective Agreement, such employee shall receive vacation pay at the rate prescribed in the Employment Standards Code concerning vacation with pay. The Employer may waive this clause if termination is due to illness or for other reasons which are acceptable to the Employer.


- (b) If employment is terminated, and proper notice given, the employee shall receive vacation pay in lieu of the unused period of vacation entitlement up to _____ in each calendar year at the employee's regular rate, together with six (6%) percent, in the case of an employee entitled to one hundred sixteen point two five (116.25) working hours vacation per annum, or eight (8%) percent, in the case of an employee entitled to one hundred fifty-five (155) working hours vacation per annum, or ten (10%) percent in the case of an employee entitled to one hundred ninety-three point seven five (193.75) working hours vacation per annum, or twelve (12%) percent in the case of an employee entitled to two hundred thirty-two point five zero (232.50) working hours vacation per annum, of the employee's regular earnings from the first day of _____ in each calendar year to the date of termination.


- (c) When an employee is discharged for cause, vacation pay shall be at the rate prescribed in the Employment Standards Code.

IN WITNESS WHEREOF the parties have executed this Collective Agreement by affixing hereto the signatures of their proper Officers in that behalf.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE CANADIAN
HEALTH CARE GUILD





DATE: March 7, 1996

DATE: March 6/96

SALARIES SCHEDULE

	I	2	<u>Increment</u> 3	<u>4</u>	<u>5</u>
<u>Pay Grade 1</u>					
Nursing Attendant Physiotherapy Attendant Occupational Therapy Attendant					
April 16, 1995	10.34	10.67	11.01	11.35	11.70
<u>Pay Grade 2</u>					
Licensed Practical Nurse Physiotherapy Assistant *Orthopaedic Technician (Non-Certified)					
April 16, 1995	BR 11.97	12.37	12.87	13.28	13.70
<u>Pay Grade 3</u>					
Operating Room Technician *Orthopaedic Technician (Certified)					
April 16, 1995	12.54	12.96	13.50	13.93	14.36

*Certified and non-certified referred to above regarding the Orthopaedic Technician classifications refer to Employer determined criteria for these classifications, and may include both formal and in-house training dependent upon the Employer's determination of requirements.

SUPPLEMENTARY SALARIES SCHEDULE

	<u>1</u>	2	<u>Increment</u> 3	4	
<u>Group 1</u>					
Recreational Therapy Attendant (Westlock Auxiliary)					
April 16, 1995	10.34	10.67	11.01	11.35	11.70
<u>Group 2</u>					
Occupational Therapy Assistant (Grande Prairie)					
April 16, 1995	11.97	12.37	12.87	13.28	13.70

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ADDENDUM TO COLLECTIVE AGREEMENT

BETWEEN

**CANMORE GENERAL AND AUXILIARY HOSPITAL
AND NURSING HOME DISTRICT #80**

- and -

THE CANADIAN HEALTH CARE GUILD

The purpose of this addendum is to amend certain articles of the Collective Agreement between the parties to provide for the following conditions unique to the Canmore Hospital.

ARTICLE 28: Pension Plan and Retirement

Replace Article 28 by the following:

"28.01 (a) The Employer shall contribute to each employee's account in the Canmore Municipal Hospital Group Registered Retirement Savings Plan a sum equivalent to four point five percent (4.5%) of the employee's basic rate of pay up to the maximum specified from time to time by the Local Authorities Pension Plan for the purpose of that plan and six percent (6%) of any pensionable earning in excess thereof."

PP 10/0002

IN WITNESS WHEREOF the parties have executed this Addendum by affixing hereto the signatures of their proper Officers in that behalf.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE CANADIAN
HEALTH CARE GUILD

Carol Breen

Margaret Hill

DATE: *March 7, 1996*

DATE: *March 6/96*

ADDENDUM TO COLLECTIVE AGREEMENT

BETWEEN

**HIGH LEVEL - FORT VERMILION GENERAL AND
AUXILIARY HOSPITAL AND NURSING HOME
DISTRICT #102 BOARD**

- and -

THE CANADIAN HEALTH CARE GUILD

The purpose of this addendum is to amend certain articles of the Collective Agreement between the parties to provide for the following conditions unique to the High Level - Fort Vermilion General and Auxiliary Hospital and Nursing Home District #102 Board.

The above mentioned parties do hereby agree that effective April 1, 1991, and for the term of this Collective Agreement, a Professional Incentive Bonus shall be paid:

1. at the rate of one hundred dollars (\$100.00) per month to all full-time employees;
2. at the rate of fifty-nine cents (\$0.59) per hour, to a maximum of one hundred dollars (\$100.00) per month, to all part-time and casual employees.

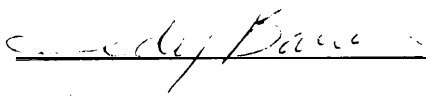
For purposes of computing the Professional Incentive Bonus for part-time and casual employees, "hours" are defined to include: hours paid at regular rates, scheduled statutory holiday hours, scheduled vacation hours, paid sick hours, education hours, compassionate leave hours, and overtime in lieu of hours.

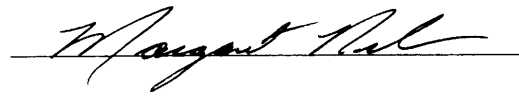
This Letter of Understanding shall expire and be null and void effective March 31, 1997.

IN WITNESS WHEREOF the parties have executed this Addendum by affixing hereto the signatures of their proper Officers in that behalf.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE CANADIAN
HEALTH CARE GUILD





DATE: March 17, 1996

DATE: March 6, 1996

LETTER OF UNDERSTANDING

BETWEEN

(EMPLOYER)

- and -

THE CANADIAN HEALTH CARE GUILD

RE: HEALTH BENEFITS - SUPPLEMENTARY HEALTH BENEFITS

725/025

The parties agree that the Employer may implement an Alberta Blue Cross Supplementary Health Benefits Plan, or equivalent, of the eighty percent (80%) reimbursement type (no deductible) for prescription drug coverage effective for the first month following three (3) months after the effective date of this Collective Agreement, in place of the current Supplementary Health Benefits Plan. The Union shall be notified by one (1) month after the effective date of this Collective Agreement of the Employer's intention in regard to this Plan. All affected regular employees shall be notified by two (2) months after the effective date of this Collective Agreement of any administrative or cost amendments resulting from the Employer's amendment of this Plan.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE CANADIAN
HEALTH CARE GUILD

S. Jody Bauer

Margaret Hill

DATE:

March 1, 1996

DATE:

March 6/1996

LETTER OF UNDERSTANDING

BETWEEN

(EMPLOYER)

- and -

THE CANADIAN HEALTH CARE GUILD

RE: ARTICLE 24: EMPLOYEE BENEFITS PLAN

The parties agree to the following:

1. In order to address the changing needs of Employers and employees with regard to health benefits, the Parties will undertake a review of the employee benefits described in Article 24 of the Collective Agreement at the request of the Employer only.
2. This review of benefits may give consideration to the following factors:
 - *Cost Containment*
 - *Flexibility*
 - *Service*
 - *Competitiveness*

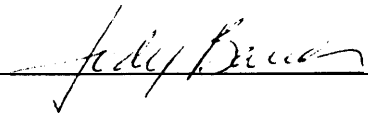
Any other issues that the parties agree to discuss may also be part of the discussions.

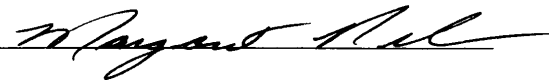
3. A Joint Committee consisting of Employer and Guild Representatives will be established within ninety (90) days of the request of the Employer. Health Authority wide or Multi-Health Authority Committees may be formed to address this issue at the option of the Employer. The purpose of the Joint Committee will be to discuss benefit plan issues as outlined above.
4. No agreement on any issues relating to amendment of the benefit plan is necessary as an outcome of the discussions. If the parties do agree on any issues that would lead to amendment of the employee benefit plan, they may make recommendations to their principals regarding these amendments
5. This letter of understanding shall expire on March 31, 1997.

6. No part of this letter of understanding, or the activities of any Joint Committee that may be established as a result of this letter of understanding shall be subject to the grievance or arbitration procedure outlined in Article 37: Grievance Procedure.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE CANADIAN
HEALTH CARE GUILD





DATE: March 7, 1996

DATE: March 6, 1996

COLLECTIVE AGREEMENT LIST

This Collective Agreement applies to the following Health Care facilities within the following Health Authorities:

Chinook Health Authority

- Border Counties General and Auxiliary Hospital and Nursing Home District #95, Milk River ✓
- Cardston General & Auxiliary Hospital & Nursing Home District No. 110, Cardston ✓
- Coaldale Community Hospital Association Limited, Coaldale ✓
- Crowsnest Pass General and Auxiliary Hospital and Nursing Home District No. 40, Blairmore ✓
- Lethbridge General and Auxiliary Hospital and Nursing Home District #65, Lethbridge ✓
- Macleod Municipal Hospital District #48, Fort Macleod ✓
- Magrath General and Auxiliary Hospital and Nursing Home District #29, Magrath ✓
- Picture Butte Municipal Hospital District #82, Picture Butte ✓
- Pincher Creek General and Auxiliary Hospital and Nursing Home District No. 79, Pincher Creek ✓
- St. Michael's Health Centre, Lethbridge ✓
- Taber General and Auxiliary Hospital and Nursing Home District #27, Taber ✓

Palliser Health Authority

- Bassano Hospital, Bassano ✓
- Bow Island Health Centre, Bow Island ✓
- Brooks Health Centre, Brooks ✓
- Empress Long Term Care Facility, Empress ✓
- Medicine Hat Regional Hospital, Medicine Hat ✓
- Big Country Hospital, Oyen ✓

Headwaters Health Authority

- Canmore General and Auxiliary Hospital and Nursing Home District No. 80, Canmore ✓
- Claresholm General Hospital and Nursing Home, District No. 109, Claresholm ✓
- High River General and Auxiliary Hospital and Nursing Home District #11, High River ✓
- Mineral Springs Hospital, Banff ✓
- Oilfields General Hospital, Black Diamond ✓
- Vulcan Community Health Centre, Vulcan ✓

Calgary Regional Health Authority

- Calgary General Hospital, Calgary ✓
- Holy Cross Hospital, Colonel Belcher Hospital and Rockyview General Hospital, Calgary ✓
- Salvation Army Grace Hospital, Calgary ✓

Regional Health Authority #5

- Didsbury District Health Services, Didsbury ✓
- Drumheller District Health Services, Drumheller ✓
- Hanna District Health Services, Hanna ✓
- Three Hills District Health Services, Three Hills ✓

David Thompson Health Region

- Bashaw General and Auxiliary Hospital and Nursing Home, Bashaw ✓
- Eckville General and Auxiliary Hospital and Nursing Home, Eckville ✓
- Innisfail General and Auxiliary Hospital and Nursing Home, Innisfail ✓
- Olds General and Auxiliary Hospital and Nursing Home, Olds ✓
- Ponoka General and Auxiliary Hospital and Nursing Home, Ponoka ✓
- Red Deer General and Auxiliary Hospital and Nursing Home, Red Deer ✓
- Rocky Mountain House General & Auxiliary Hospital & Nursing Home, Rocky Mountain House ✓
- St. Mary's Health Care Centre, Trochu ✓
- Sundre General and Auxiliary Hospital and Nursing Home, Sundre ✓

East Central Regional Health Authority 7

- Consort Health Centre, Consort ✓
- Coronation Health Centre, Coronation ✓
- Daysland Health Centre, Daysland ✓
- Galahad Health Centre, Galahad ✓
- Hardisty Health Centre, Hardisty ✓
- Islay Health Centre, Islay ✓
- Killam General Hospital, Killam ✓
- Killam Health Centre, Killam ✓
- Mannville Health Centre, Mannville ✓
- Our Lady of the Rosary Hospital, Castor ✓
- Provost Health Centre, Provost ✓
- St. Mary's Hospital, Camrose ✓
- Stettler Health Centre, Stettler ✓
- Tofield Health Centre, Tofield ✓
- Vermilion Health Centre, Vermilion ✓
- Viking Health Centre, Viking ✓
- Wainwright Health Centre, Wainwright ✓

WestView Regional Health Authority

- Seton General Hospital, Jasper ✓
- Devon General Hospital, Devon ✓
- Hinton General Hospital, Hinton ✓
- Stony Plain Municipal Hospital, Stony Plain ✓

Crossroads Regional Health Authority

- Breton General Hospital District #85, Breton ✓
- Drayton Valley General and Auxiliary Hospital and Nursing Home District #77, Drayton Valley ✓
- Leduc General and Auxiliary Hospital and Nursing Home District #83, Leduc ✓
- Wetaskiwin General & Auxiliary Hospital & Nursing Home District #81, Wetaskiwin ✓

Aspen Regional Health Authority #11

- Athabasca Healthcare Centre, Athabasca ✓
- Barrhead Healthcare Centre and Dr. W. R. Keir Care Centre, Barrhead ✓
- Boyle Healthcare Centre, Boyle ✓
- Mayerthorpe Healthcare Centre, Mayerthorpe ✓
- Swan Hills Healthcare Centre, Swan Hills ✓
- Westlock Healthcare Centre, Westlock ✓
- Westlock Long Term Care Centre, Westlock ✓
- Whitecourt Healthcare Centre and Fox Creek Healthcare Centre, Whitecourt ✓

Lakeland Regional Health Authority

- Bonnyville Health Centre, Bonnyville ✓
- Cold Lake Health Centre, Cold Lake ✓
- Elk Point Health Centre, Elk Point ✓
- Fort Saskatchewan Health Centre, Fort Saskatchewan ✓
- George McDougall Health Centre, Smoky Lake ✓
- Lamont Health Centre, Lamont ✓
- Myrnam Health Centre, Myrnam ✓
- Our Lady's Health Centre, Vilna ✓
- Radway Health Centre, Radway ✓
- Redwater Health Centre, Redwater ✓
- St. Joseph's Hospital, Vegreville ✓
- St. Therese Health Centre, St. Paul ✓
- Two Hills Health Centre, Two Hills ✓
- W. J. Cadzow Health Centre, Lac La Biche ✓

Mistahia Regional Health Authority

- Fair-view General and Auxiliary Hospital, Fair-view ✓
- Grande Cache General Hospital, Grande Cache ✓
- Queen Elizabeth II Hospital, Grande Prairie ✓
- Grimshaw/Berwyn & District Hospital, Grimshaw ✓
- Central Peace General Hospital, Spirit River ✓

Peace Health Region

- Manning General and Auxiliary Hospital and Nursing Home, Manning ✓
- McLennan General and Auxiliary Hospital and Nursing Home, McLennan ✓

Keeweenaw Lakes Regional Health Authority #15

- Slave Lake General and Auxiliary Hospital and Nursing Home District #IO 1, Slave Lake

Northern Lights Regional Health Authority

- Northern Lights Regional Health Centre

Northwestern Health Services Region

- High Level General Hospital, High Level and St. Theresa General Hospital, Fort Vermilion