SUBSIDIARY AGREEMENT #012

BETWEEN

THE GOVERNMENT OF
THE PROVINCE OF ALBERTA

AND

THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES

REPRESENTING

TECHNICAL, GENERAL AND FIELD SERVICES

JUNE 30, 2005

ALPHABETICAL INDEX

SYSTEMATIC INDEX

ARTICLE 1

PREAMBLE

1.01   This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.

1.02   In the event there is a conflict other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.

1.03   The purpose of this Agreement is to set forth the specific terms and conditions of employment and rates of compensation for those classes assigned by the Parties to Schedules "A" and "C" of the Technical, General and Field Services Subsidiary Agreement.

ARTICLE 2

EFFECTIVE DATE

2.01   This Agreement shall be effective from the beginning of the month following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, regular rates of pay as outlined in Schedules "A", "B", "C" and "D" shall be effective from the dates set out in the Schedules.

ARTICLE 3

PROBATIONARY PERIOD

3.01   Pursuant to Article 27 of the Master Agreement, the probationary period for classifications covered in this Agreement shall be twelve (12) months except as provided in Clause 3.02 of this Subsidiary Agreement.

3.02   The probationary period for the following classifications shall be six (6) months:

Class Number	Class Title
123IC	Information and Creative Technical Services 1
124IC	Information and Creative Technical Services 2
122TN	Technologies 1
123TN	Technologies 2
124TN	Technologies 3
121EO	Equipment Operations 1
121CT	Caretaking Services 1
121GS	Grounds/Site Operations 1

ARTICLE 4

HOURS OF WORK

4.01   Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "A" shall be:

(a)   thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day; or

(b)   forty (40) hours per week, eight (**8**) hours per day, for Employees assigned to field services.

(c)   notwithstanding Sub-clause 4.01(b), the normal hours of work for Technologies 7, Class #128TN, shall be thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day.

4.02   Employees coming under Sub-clause 4.01(b) above shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty-four (10.34) percent. This additional amount shall be considered part of their annual salary.

4.03   Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "C" shall be:

(a)   forty (40) hours per week for those classes listed in Schedule "E"; or

(b)   thirty-six and one-quarter (36 1/4) hours per week for all other classes in Schedule "C"; or

(c)   the equivalent of (a) or (b) above on a monthly, quarterly, or annual basis, and

where the normal work week is Monday to Friday, the hours of work shall be scheduled so that Employees work seven and one-quarter (**7** 1/4) or eight (**8**) hours per working day, exclusive of lunch periods.

4.04   Subject to Clause 4.03 above, when, because of operational requirements, hours of work are scheduled on a rotating or irregular basis, they shall be scheduled so that Employees:

(a)   on a daily basis, work seven and one-quarter (7 1/4) or eight (**8**) hours per day; and

(b)   on a weekly basis, work thirty-six and one-quarter (36 1/4) or forty (40) hours per week; and

(c)   normally receive two (**2**) consecutive days of rest every seven (7) calendar day period. However, where such days are split due to operational requirements, they shall not be split more than once in any three (3) consecutive calendar weeks, except by mutual agreement.

ARTICLE 5

OVERTIME

5.01   Pursuant to Article 17.03 of the Master Agreement all Employees in classes listed in Schedule "A" of this Agreement are eligible for premium overtime as follows:

(a)   for Employees working the hours under Sub-clause 4.01(a) of this Agreement, after seven and one-quarter (7 1/4) hours of work per day; or

(b)   for Employees working the hours under Sub-clause 4.01(b) of this Agreement, after eight (**8**) hours of work per day.

5.02   Pursuant to Article 17 of the Master Agreement Employees in classes listed in Schedule "C" of this Agreement will be compensated for authorized overtime hours worked in accordance with the provisions contained in Sub-clause 17.03(a) of the Master Agreement.

ARTICLE 6

UNIFORMS AND PROTECTIVE CLOTHING

6.01   Where the Deputy Head determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Deputy Head of the Department.

6.02   Protective clothing and safety equipment shall be provided in accordance with the Occupational Health and Safety Act and the Regulations pursuant thereto, and the Radiation Protection Act.

6.03   Where the Deputy Head determines that safety footwear should be provided, the Employer shall either provide suitable safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of ninety dollars ($90.00) per annum.

6.04   An annual shoe allowance of seventy dollars ($70.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.

ARTICLE 7

MEDICAL EXAMINATIONS

7.01   Employees who are exposed to health hazards due to the nature of their work may be required to undergo periodic medical examinations. The cost of such medical examinations shall be paid by the Employing Department.

7.02   Where the Employing Department requires an Employee to undergo compulsory medical examinations, the cost of such examination shall be paid by the Employing Department.

7.03   This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

* <u>ARTICLE 8</u>

<u>LONG SERVICE INCREMENT</u>

8.01   An Employee shall be eligible for the long service increment (L.S.I.) provided he:

    (a)   has completed seven **(7)** years of current continuous service; and

    (b)   has been paid at the maximum salary of his classification during the immediately preceding period of one (1) year; and

    (c)   is recommended for the increase by his Deputy Head.

8.02   An Employee who meets the provisions of Clause 8.01 shall be eligible for the L.S.I. effective from the first (1st) day of the following month.

8.03   An Employee who has qualified for L.S.I. pursuant to Clause 8.01 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-clause 8.01(b), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

* This Article is deleted effective July 1, 2005.

<u>ARTICLE 9</u>

<u>SPLIT SHIFTS</u>

9.01   An Employee shall not be required, without his agreement, to work a split shift.

ARTICLE 10

HIGH RIGGING ALLOWANCE

10.01   Employees who work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:

(a)   the erecting or dismantling of scaffold when such scaffolding will exceed **a** height of ten feet six inches (10' 6") or three point two (3.2) metres; or

(b)   working on a swing stage or scaffold at a height in excess of ten feet six inches (10' 6") or three point two **(3.2)** metres; or

(c)   high rigging on skeleton erection work at heights in excess of ten feet six inches (10' **6")** or three point two (3.2) metres; or

(d)   working from a bosun's chair at heights in excess of ten feet six inches (10' 6") or three point two **(3.2)** metres; or

(e)   bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10' 6") or three point two **(3.2)** metres.

SCHEDULE "A"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"

EFFECTIVE SEPTEMBER 1, 2004

Class Number	Class Title	Pay Grade
124CP	Computer Operations 1	62
125CP	Computer Operations 2	66
123IC	Information and Creative Technical Services 1	47
124IC	Information and Creative Technical Services 2	50
125IC	Information and Creative Technical Services 3	54
126IC	Information and Creative Technical Services 4	60
127IC	Information and Creative Technical Services 5	67
122TN	Technologies 1	38
123TN	Technologies 2	42
124TN	Technologies 3	54
125TN	Technologies 4	60
126TN	Technologies 5	64
127TN	Technologies 6	67
128TN	Technologies 7	70

SCHEDULE "B"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2004

Salary Periods

GRADE	1	2	3	4	5	6	*LSI/7
28	23,400	24,144	25,020	25,848	26,796	27,792	28,956
	1,950	2,012	2,085	2,154	2,233	2,316	2,413
29	23,760	24,480	25,392	26,280	27,228	28,428	29,472
	1,980	2,040	2,116	2,190	2,269	2,369	2,456
30	24,144	25,020	25,848	26,796	27,792	28,956	30,060
	2,012	2,085	2,154	2,233	2,316	2,413	2,505
31	24,480	25,392	26,280	27,228	28,428	29,472	30,564
	2,040	2,116	2,190	2,269	2,369	2,456	2,547
32	25,020	25,848	26,796	27,792	28,956	30,060	31,200
	2,085	2,154	2,233	2,316	2,413	2,505	2,600
33	25,392	26,280	27,228	28,428	29,472	30,564	31,788
	2,116	2,190	2,269	2,369	2,456	2,547	2,649
34	25,848	26,796	27,792	28,956	30,060	31,200	32,352
	2,154	2,233	2,316	2,413	2,505	2,600	2,696
35	26,280	27,228	28,428	29,472	30,564	31,788	33,036
	2,190	2,269	2,369	2,456	2,547	2,649	2,753
36	26,796	27,792	28,956	30,060	31,200	32,352	33,636
	2,233	2,316	2,413	2,505	2,600	2,696	2,803
37	27,228	28,428	29,472	30,564	31,788	33,036	34,380
	2,269	2,369	2,456	2,547	2,649	2,753	2,865
38	27,792	28,956	30,060	31,200	32,352	33,636	35,052
	2,316	2,413	2,505	2,600	2,696	2,803	2,921
39	28,428	29,472	30,564	31,788	33,036	34,380	35,796
	2,369	2,456	2,547	2,649	2,753	2,865	2,983
40	28,956	30,060	31,200	32,352	33,636	35,052	36,444
	2,413	2,505	2,600	2,696	2,803	2,921	3,037
41	29,472	30,564	31,788	33,036	34,380	35,796	37,164
	2,456	2,547	2,649	2,753	2,865	2,983	3,097
42	30,060	31,200	32,352	33,636	35,052	36,444	37,944
	2,505	2,600	2,696	2,803	2,921	3,037	3,162

43	30,564	31,788	33,036	34,380	35,796	37,164	38,616
	2,547	2,649	2,753	2,865	2,983	3,097	3,218
44	31,200	32,352	33,636	35,052	36,444	37,944	39,456
	2,600	2,696	2,803	2,921	3,037	3,162	3,288
45	31,788	33,036	34,380	35,796	37,164	38,616	40,296
	2,649	2,753	2,865	2,983	3,097	3,218	3,358
46	32,352	33,636	35,052	36,444	37,944	39,456	41,148
	2,696	2,803	2,921	3,037	3,162	3,288	3,429
47	33,036	34,380	35,796	37,164	38,616	40,296	41,868
	2,753	2,865	2,983	3,097	3,218	3,358	3,489
48	33,636	35,052	36,444	37,944	39,456	41,148	42,816
	2,803	2,921	3,037	3,162	3,288	3,429	3,568
49	34,380	35,796	37,164	38,616	40,296	41,868	43,716
	2,865	2,983	3,097	3,218	3,358	3,489	3,643
50	35,052	36,444	37,944	39,456	41,148	42,816	44,772
	2,921	3,037	3,162	3,288	3,429	3,568	3,731
51	35,796	37,164	38,616	40,296	41,868	43,716	45,756
	2,983	3,097	3,218	3,358	3,489	3,643	3,813
52	36,444	37,944	39,456	41,148	42,816	44,772	46,740
	3,037	3,162	3,288	3,429	3,568	3,731	3,895
53	37,164	38,616	40,296	41,868	43,716	45,756	47,868
	3,097	3,218	3,358	3,489	3,643	3,813	3,989
54	37,944	39,456	41,148	42,816	44,772	46,740	49,020
	3,162	3,288	3,429	3,568	3,731	3,895	4,085
55	38,616	40,296	41,868	43,716	45,756	47,868	50,100
	3,218	3,358	3,489	3,643	3,813	3,989	4,175
56	39,456	41,148	42,816	44,772	46,740	49,020	51,384
	3,288	3,429	3,568	3,731	3,895	4,085	4,282
57	40,296	41,868	43,716	45,756	47,868	50,100	52,488
	3,358	3,489	3,643	3,813	3,989	4,175	4,374
58	41,148	42,816	44,772	46,740	49,020	51,384	53,664
	3,429	3,568	3,731	3,895	4,085	4,282	4,472
59	41,868	43,716	45,756	47,868	50,100	52,488	54,912
	3,489	3,643	3,813	3,989	4,175	4,374	4,576
60	42,816	44,772	46,740	49,020	51,384	53,664	56,076
	3,568	3,731	3,895	4,085	4,282	4,472	4,673
61	43,716	45,756	47,868	50,100	52,488	54,912	57,456
	3,643	3,813	3,989	4,175	4,374	4,576	4,788
62	44,772	46,740	49,020	51,384	53,664	56,076	58,824
	3,731	3,895	4,085	4,282	4,472	4,673	4,902

63	45,756	47,868	50,100	52,488	54,912	57,456	60,120
	3,813	3,989	4,175	4,374	4,576	4,788	5,010
64	46,740	49,020	51,384	53,664	56,076	58,824	61,548
	3,895	4,085	4,282	4,472	4,673	4,902	5,129
65	47,868	50,100	52,488	54,912	57,456	60,120	62,844
	3,989	4,175	4,374	4,576	4,788	5,010	5,237
66	49,020	51,384	53,664	56,076	58,824	61,548	64,368
	4,085	4,282	4,472	4,673	4,902	5,129	5,364
67	50,100	52,488	54,912	57,456	60,120	62,844	65,784
	4,175	4,374	4,576	4,788	5,010	5,237	5,482
68	51,384	53,664	56,076	58,824	61,548	64,368	67,368
	4,282	4,472	4,673	4,902	5,129	5,364	5,614
69	52,488	54,912	57,456	60,120	62,844	65,784	68,940
	4,374	4,576	4,788	5,010	5,237	5,482	5,745
70	53,664	56,076	58,824	61,548	64,368	67,368	70,644
	4,472	4,673	4,902	5,129	5,364	5,614	5,887

* Effective July 1, 2005 LSI becomes a regular salary period as the "maximum salary" pursuant to Article 1 - Definitions of the Master Agreement.

SCHEDULE "B"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID
EFFECTIVE SEPTEMBER 1, 2005

Salary Periods

GRADE	1	2	3	4	5	6	7
28	24,108	24,864	25,776	26,628	27,600	28,620	29,820
	2,009	2,072	2,148	2,219	2,300	2,385	2,485
29	24,468	25,212	26,148	27,072	28,044	29,280	30,360
	2,039	2,101	2,179	2,256	2,337	2,440	2,530
30	24,864	25,776	26,628	27,600	28,620	29,820	30,960
	2,072	2,148	2,219	2,300	2,385	2,485	2,580
31	25,212	26,148	27,072	28,044	29,280	30,360	31,476
	2,101	2,179	2,256	2,337	2,440	2,530	2,623
32	25,776	26,628	27,600	28,620	29,820	30,960	32,136
	2,148	2,219	2,300	2,385	2,485	2,580	2,678
33	26,148	27,072	28,044	29,280	30,360	31,476	32,736
	2,179	2,256	2,337	2,440	2,530	2,623	2,728
34	26,628	27,600	28,620	29,820	30,960	32,136	33,324
	2,219	2,300	2,385	2,485	2,580	2,678	2,777
35	27,072	28,044	29,280	30,360	31,476	32,736	34,032
	2,256	2,337	2,440	2,530	2,623	2,728	2,836
36	27,600	28,620	29,820	30,960	32,136	33,324	34,644
	2,300	2,385	2,485	2,580	2,678	2,777	2,887
37	28,044	29,280	30,360	31,476	32,736	34,032	35,412
	2,337	2,440	2,530	2,623	2,728	2,836	2,951
38	28,620	29,820	30,960	32,136	33,324	34,644	36,108
	2,385	2,485	2,580	2,678	2,777	2,887	3,009
39	29,280	30,360	31,476	32,736	34,032	35,412	36,864
	2,440	2,530	2,623	2,728	2,836	2,951	3,072
40	29,820	30,960	32,136	33,324	34,644	36,108	37,536
	2,485	2,580	2,678	2,777	2,887	3,009	3,128
41	30,360	31,476	32,736	34,032	35,412	36,864	38,280
	2,530	2,623	2,728	2,836	2,951	3,072	3,190
42	30,960	32,136	33,324	34,644	36,108	37,536	39,084
	2,580	2,678	2,777	2,887	3,009	3,128	3,257

43	31,476	32,736	34,032	35,412	36,864	38,280	39,780
	2,623	2,728	2,836	2,951	3,072	3,190	3,315
44	32,136	33,324	34,644	36,108	37,536	39,084	40,644
	2,678	2,777	2,887	3,009	3,128	3,257	3,387
45	32,736	34,032	35,412	36,864	38,280	39,780	41,508
	2,728	2,836	2,951	3,072	3,190	3,315	3,459
46	33,324	34,644	36,108	37,536	39,084	40,644	42,384
	2,777	2,887	3,009	3,128	3,257	3,387	3,532
47	34,032	35,412	36,864	38,280	39,780	41,508	43,128
	2,836	2,951	3,072	3,190	3,315	3,459	3,594
48	34,644	36,108	37,536	39,084	40,644	42,384	44,100
	2,887	3,009	3,128	3,257	3,387	3,532	3,675
49	35,412	36,864	38,280	39,780	41,508	43,128	45,024
	2,951	3,072	3,190	3,315	3,459	3,594	3,752
50	36,108	37,536	39,084	40,644	42,384	44,100	46,116
	3,009	3,128	3,257	3,387	3,532	3,675	3,843
51	36,864	38,280	39,780	41,508	43,128	45,024	47,124
	3,072	3,190	3,315	3,459	3,594	3,752	3,927
52	37,536	39,084	40,644	42,384	44,100	46,116	48,144
	3,128	3,257	3,387	3,532	3,675	3,843	4,012
53	38,280	39,780	41,508	43,128	45,024	47,124	49,308
	3,190	3,315	3,459	3,594	3,752	3,927	4,109
54	39,084	40,644	42,384	44,100	46,116	48,144	50,496
	3,257	3,387	3,532	3,675	3,843	4,012	4,208
55	39,780	41,508	43,128	45,024	47,124	49,308	51,600
	3,315	3,459	3,594	3,752	3,927	4,109	4,300
56	40,644	42,384	44,100	46,116	48,144	50,496	52,920
	3,387	3,532	3,675	3,843	4,012	4,208	4,410
57	41,508	43,128	45,024	47,124	49,308	51,600	54,060
	3,459	3,594	3,752	3,927	4,109	4,300	4,505
58	42,384	44,100	46,116	48,144	50,496	52,920	55,272
	3,532	3,675	3,843	4,012	4,208	4,410	4,606
59	43,128	45,024	47,124	49,308	51,600	54,060	56,556
	3,594	3,752	3,927	4,109	4,300	4,505	4,713
60	44,100	46,116	48,144	50,496	52,920	55,272	57,756
	3,675	3,843	4,012	4,208	4,410	4,606	4,813
61	45,024	47,124	49,308	51,600	54,060	56,556	59,184
	3,752	3,927	4,109	4,300	4,505	4,713	4,932
62	46,116	48,144	50,496	52,920	55,272	57,756	60,588
	3,843	4,012	4,208	4,410	4,606	4,813	5,049

63	47,124	49,308	51,600	54,060	56,556	59,184	61,920
	3,927	4,109	4,300	4,505	4,713	4,932	5,160
64	48,144	50,496	52,920	55,272	57,756	60,588	63,396
	4,012	4,208	4,410	4,606	4,813	5,049	5,283
65	49,308	51,600	54,060	56,556	59,184	61,920	64,728
	4,109	4,300	4,505	4,713	4,932	5,160	5,394
66	50,496	52,920	55,272	57,756	60,588	63,396	66,300
	4,208	4,410	4,606	4,813	5,049	5,283	5,525
67	51,600	54,060	56,556	59,184	61,920	64,728	67,752
	4,300	4,505	4,713	4,932	5,160	5,394	5,646
68	52,920	55,272	57,756	60,588	63,396	66,300	69,384
	4,410	4,606	4,813	5,049	5,283	5,525	5,782
69	54,060	56,556	59,184	61,920	64,728	67,752	71,004
	4,505	4,713	4,932	5,160	5,394	5,646	5,917
70	55,272	57,756	60,588	63,396	66,300	69,384	72,768
	4,606	4,813	5,049	5,283	5,525	5,782	6,064

SCHEDULE "B"

TECHNICAL. GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2006

Salary Periods

GRADE	1	2	3	4	5	6	7
28	24,828	25,608	26,544	27,432	28,428	29,484	30,720
	2,069	2,134	2,212	2,286	2,369	2,457	2,560
29	25,200	25,968	26,928	27,888	28,884	30,156	31,272
	2,100	2,164	2,244	2,324	2,407	2,513	2,606
30	25,608	26,544	27,432	28,428	29,484	30,720	31,884
	2,134	2,212	2,286	2,369	2,457	2,560	2,657
31	25,968	26,928	27,888	28,884	30,156	31,272	32,424
	2,164	2,244	2,324	2,407	2,513	2,606	2,702
32	26,544	27,432	28,428	29,484	30,720	31,884	33,096
	2,212	2,286	2,369	2,457	2,560	2,657	2,758
33	26,928	27,888	28,884	30,156	31,272	32,424	33,720
	2,244	2,324	2,407	2,513	2,606	2,702	2,810
34	27,432	28,428	29,484	30,720	31,884	33,096	34,320
	2,286	2,369	2,457	2,560	2,657	2,758	2,860
35	27,888	28,884	30,156	31,272	32,424	33,720	35,052
	2,324	2,407	2,513	2,606	2,702	2,810	2,921
36	28,428	29,484	30,720	31,884	33,096	34,320	35,688
	2,369	2,457	2,560	2,657	2,758	2,860	2,974
37	28,884	30,156	31,272	32,424	33,720	35,052	36,480
	2,407	2,513	2,606	2,702	2,810	2,921	3,040
38	29,484	30,720	31,884	33,096	34,320	35,688	37,188
	2,457	2,560	2,657	2,758	2,860	2,974	3,099
39	30,156	31,272	32,424	33,720	35,052	36,480	37,968
	2,513	2,606	2,702	2,810	2,921	3,040	3,164
40	30,720	31,884	33,096	34,320	35,688	37,188	38,664
	2,560	2,657	2,758	2,860	2,974	3,099	3,222
41	31,272	32,424	33,720	35,052	36,480	37,968	39,432
	2,606	2,702	2,810	2,921	3,040	3,164	3,286
42	31,884	33,096	34,320	35,688	37,188	38,664	40,260
	2,657	2,758	2,860	2,974	3,099	3,222	3,355

43	32,424	33,720	35,052	36,480	37,968	39,432	40,968
	2,702	2,810	2,921	3,040	3,164	3,286	3,414
44	33,096	34,320	35,688	37,188	38,664	40,260	41,868
	2,758	2,860	2,974	3,099	3,222	3,355	3,489
45	33,720	35,052	36,480	37,968	39,432	40,968	42,756
	2,810	2,921	3,040	3,164	3,286	3,414	3,563
46	34,320	35,688	37,188	38,664	40,260	41,868	43,656
	2,860	2,974	3,099	3,222	3,355	3,489	3,638
47	35,052	36,480	37,968	39,432	40,968	42,756	44,424
	2,921	3,040	3,164	3,286	3,414	3,563	3,702
48	35,688	37,188	38,664	40,260	41,868	43,656	45,420
	2,974	3,099	3,222	3,355	3,489	3,638	3,785
49	36,480	37,968	39,432	40,968	42,756	44,424	46,380
	3,040	3,164	3,286	3,414	3,563	3,702	3,865
50	37,188	38,664	40,260	41,868	43,656	45,420	47,496
	3,099	3,222	3,355	3,489	3,638	3,785	3,958
51	37,968	39,432	40,968	42,756	44,424	46,380	48,540
	3,164	3,286	3,414	3,563	3,702	3,865	4,045
52	38,664	40,260	41,868	43,656	45,420	47,496	49,584
	3,222	3,355	3,489	3,638	3,785	3,958	4,132
53	39,432	40,968	42,756	44,424	46,380	48,540	50,784
	3,286	3,414	3,563	3,702	3,865	4,045	4,232
54	40,260	41,868	43,656	45,420	47,496	49,584	52,008
	3,355	3,489	3,638	3,785	3,958	4,132	4,334
55	40,968	42,756	44,424	46,380	48,540	50,784	53,148
	3,414	3,563	3,702	3,865	4,045	4,232	4,429
56	41,868	43,656	45,420	47,496	49,584	52,008	54,504
	3,489	3,638	3,785	3,958	4,132	4,334	4,542
57	42,756	44,424	46,380	48,540	50,784	53,148	55,680
	3,563	3,702	3,865	4,045	4,232	4,429	4,640
58	43,656	45,420	47,496	49,584	52,008	54,504	56,928
	3,638	3,785	3,958	4,132	4,334	4,542	4,744
59	44,424	46,380	48,540	50,784	53,148	55,680	58,248
	3,702	3,865	4,045	4,232	4,429	4,640	4,854
60	45,420	47,496	49,584	52,008	54,504	56,928	59,484
	3,785	3,958	4,132	4,334	4,542	4,744	4,957
61	46,380	48,540	50,784	53,148	55,680	58,248	60,960
	3,865	4,045	4,232	4,429	4,640	4,854	5,080
62	47,496	49,584	52,008	54,504	56,928	59,484	62,400
	3,958	4,132	4,334	4,542	4,744	4,957	5,200

63	48,540	50,784	53,148	55,680	58,248	60,960	63,780
	4,045	4,232	4,429	4,640	4,854	5,080	5,315
64	49,584	52,008	54,504	56,928	59,484	62,400	65,292
	4,132	4,334	4,542	4,744	4,957	5,200	5,441
65	50,784	53,148	55,680	58,248	60,960	63,780	66,672
	4,232	4,429	4,640	4,854	5,080	5,315	5,556
66	52,008	54,504	56,928	59,484	62,400	65,292	68,292
	4,334	4,542	4,744	4,957	5,200	5,441	5,691
67	53,148	55,680	58,248	60,960	63,780	66,672	69,780
	4,429	4,640	4,854	5,080	5,315	5,556	5,815
68	54,504	56,928	59,484	62,400	65,292	68,292	71,460
	4,542	4,744	4,957	5,200	5,441	5,691	5,955
69	55,680	58,248	60,960	63,780	66,672	69,780	73,140
	4,640	4,854	5,080	5,315	5,556	5,815	6,095
70	56,928	59,484	62,400	65,292	68,292	71,460	74,952
	4,744	4,957	5,200	5,441	5,691	5,955	6,246

SCHEDULE "C"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "D"

EFFECTIVE SEPTEMBER 1, 2004

Class Number	Class Title	Pay Grade
121CT	Caretaking Services 1	33*4
123CT	Caretaking Services 2	39*3
124CT	Caretaking Services 3	43*3
121EO	Equipment Operations 1	39*5
122EO	Equipment Operations 2	47*5
123EO	Equipment Operations 3	51*5
121GS	Grounds/Site Operations 1	39*2
124GS	Grounds/Site Operations 2	43
125MI	Meat Inspections 1	56
126MI	Meat Inspections 2	58

* Indicates Starting Period in the Grade.

SCHEDULE "D"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2004

Salary Periods

GRADE	1	2	3	4	5	*LSI/6
23	25,764	26,364	26,976	27,576	28,332	29,064
	2,147	2,197	2,248	2,298	2,361	2,422
24	26,100	26,724	27,264	27,936	28,704	29,460
	2,175	2,227	2,272	2,328	2,392	2,455
25	26,364	26,976	27,576	28,332	29,064	29,796
	2,197	2,248	2,298	2,361	2,422	2,483
26	26,724	27,264	27,936	28,704	29,460	30,240
	2,227	2,272	2,328	2,392	2,455	2,520
27	26,976	27,576	28,332	29,064	29,796	30,648
	2,248	2,298	2,361	2,422	2,483	2,554
28	27,264	27,936	28,704	29,460	30,240	31,068
	2,272	2,328	2,392	2,455	2,520	2,589
29	27,576	28,332	29,064	29,796	30,648	31,500
	2,298	2,361	2,422	2,483	2,554	2,625
30	27,936	28,704	29,460	30,240	31,068	31,968
	2,328	2,392	2,455	2,520	2,589	2,664
31	28,332	29,064	29,796	30,648	31,500	32,400
	2,361	2,422	2,483	2,554	2,625	2,700
32	28,704	29,460	30,240	31,068	31,968	32,892
	2,392	2,455	2,520	2,589	2,664	2,741
33	29,064	29,796	30,648	31,500	32,400	33,372
	2,422	2,483	2,554	2,625	2,700	2,781
34	29,460	30,240	31,068	31,968	32,892	33,924
	2,455	2,520	2,589	2,664	2,741	2,827
35	29,796	30,648	31,500	32,400	33,372	34,440
	2,483	2,554	2,625	2,700	2,781	2,870
36	30,240	31,068	31,968	32,892	33,924	34,956
	2,520	2,589	2,664	2,741	2,827	2,913
37	30,648	31,500	32,400	33,372	34,440	35,472
	2,554	2,625	2,700	2,781	2,870	2,956

38	31,068	31,968	32,892	33,924	34,956	36,180
	2,589	2,664	2,741	2,827	2,913	3,015
39	31,500	32,400	33,372	34,440	35,472	36,804
	2,625	2,700	2,781	2,870	2,956	3,067
40	31,968	32,892	33,924	34,956	36,180	37,440
	2,664	2,741	2,827	2,913	3,015	3,120
41	32,400	33,372	34,440	35,472	36,804	38,100
	2,700	2,781	2,870	2,956	3,067	3,175
42	32,892	33,924	34,956	36,180	37,440	38,772
	2,741	2,827	2,913	3,015	3,120	3,231
43	33,372	34,440	35,472	36,804	38,100	39,528
	2,781	2,870	2,956	3,067	3,175	3,294
44	33,924	34,956	36,180	37,440	38,772	40,260
	2,827	2,913	3,015	3,120	3,231	3,355
45	34,440	35,472	36,804	38,100	39,528	41,088
	2,870	2,956	3,067	3,175	3,294	3,424
46	34,956	36,180	37,440	38,772	40,260	41,784
	2,913	3,015	3,120	3,231	3,355	3,482
47	35,472	36,804	38,100	39,528	41,088	42,504
	2,956	3,067	3,175	3,294	3,424	3,542
48	36,180	37,440	38,772	40,260	41,784	43,392
	3,015	3,120	3,231	3,355	3,482	3,616
49	36,804	38,100	39,528	41,088	42,504	44,256
	3,067	3,175	3,294	3,424	3,542	3,688
50	37,440	38,772	40,260	41,784	43,392	45,168
	3,120	3,231	3,355	3,482	3,616	3,764
51	38,100	39,528	41,088	42,504	44,256	46,152
	3,175	3,294	3,424	3,542	3,688	3,846
52	38,772	40,260	41,784	43,392	45,168	47,100
	3,231	3,355	3,482	3,616	3,764	3,925
53	39,528	41,088	42,504	44,256	46,152	48,060
	3,294	3,424	3,542	3,688	3,846	4,005
54	40,260	41,784	43,392	45,168	47,100	49,140
	3,355	3,482	3,616	3,764	3,925	4,095
55	41,088	42,504	44,256	46,152	48,060	50,184
	3,424	3,542	3,688	3,846	4,005	4,182
56	41,784	43,392	45,168	47,100	49,140	51,384
	3,482	3,616	3,764	3,925	4,095	4,282
57	42,504	44,256	46,152	48,060	50,184	52,440
	3,542	3,688	3,846	4,005	4,182	4,370

58	43,392	45,168	47,100	49,140	51,384	53,568
	3,616	3,764	3,925	4,095	4,282	4,464
59	44,256	46,152	48,060	50,184	52,440	54,696
	3,688	3,846	4,005	4,182	4,370	4,558
60	45,168	47,100	49,140	51,384	53,568	55,920
	3,764	3,925	4,095	4,282	4,464	4,660
61	46,152	48,060	50,184	52,440	54,696	57,180
	3,846	4,005	4,182	4,370	4,558	4,765
62	47,100	49,140	51,384	53,568	55,920	58,404
	3,925	4,095	4,282	4,464	4,660	4,867
63	48,060	50,184	52,440	54,696	57,180	59,676
	4,005	4,182	4,370	4,558	4,765	4,973
64	49,140	51,384	53,568	55,920	58,404	60,984
	4,095	4,282	4,464	4,660	4,867	5,082
65	50,184	52,440	54,696	57,180	59,676	62,232
	4,182	4,370	4,558	4,765	4,973	5,186
66	51,384	53,568	55,920	58,404	60,984	63,696
	4,282	4,464	4,660	4,867	5,082	5,308
67	52,440	54,696	57,180	59,676	62,232	65,016
	4,370	4,558	4,765	4,973	5,186	5,418

* Effective July 1, 2005 LSI becomes a regular salary period as the "maximum salary" pursuant to Article 1 - Definitions of the Master Agreement.

SCHEDULE "D"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2005

Salary Periods

GRADE	1	2	3	4	5	6
23	26,532	27,156	27,780	28,404	29,184	29,940
	2,211	2,263	2,315	2,367	2,432	2,495
24	26,880	27,528	28,080	28,776	29,568	30,348
	2,240	2,294	2,340	2,398	2,464	2,529
25	27,156	27,780	28,404	29,184	29,940	30,684
	2,263	2,315	2,367	2,432	2,495	2,557
26	27,528	28,080	28,776	29,568	30,348	31,152
	2,294	2,340	2,398	2,464	2,529	2,596
27	27,780	28,404	29,184	29,940	30,684	31,572
	2,315	2,367	2,432	2,495	2,557	2,631
28	28,080	28,776	29,568	30,348	31,152	32,004
	2,340	2,398	2,464	2,529	2,596	2,667
29	28,404	29,184	29,940	30,684	31,572	32,448
	2,367	2,432	2,495	2,557	2,631	2,704
30	28,776	29,568	30,348	31,152	32,004	32,928
	2,398	2,464	2,529	2,596	2,667	2,744
31	29,184	29,940	30,684	31,572	32,448	33,372
	2,432	2,495	2,557	2,631	2,704	2,781
32	29,568	30,348	31,152	32,004	32,928	33,876
	2,464	2,529	2,596	2,667	2,744	2,823
33	29,940	30,684	31,572	32,448	33,372	34,368
	2,495	2,557	2,631	2,704	2,781	2,864
34	30,348	31,152	32,004	32,928	33,876	34,944
	2,529	2,596	2,667	2,744	2,823	2,912
35	30,684	31,572	32,448	33,372	34,368	35,472
	2,557	2,631	2,704	2,781	2,864	2,956
36	31,152	32,004	32,928	33,876	34,944	36,000
	2,596	2,667	2,744	2,823	2,912	3,000
37	31,572	32,448	33,372	34,368	35,472	36,540
	2,631	2,704	2,781	2,864	2,956	3,045

38	32,004	32,928	33,876	34,944	36,000	37,260
	2,667	2,744	2,823	2,912	3,000	3,105
39	32,448	33,372	34,368	35,472	36,540	37,908
	2,704	2,781	2,864	2,956	3,045	3,159
40	32,928	33,876	34,944	36,000	37,260	38,568
	2,744	2,823	2,912	3,000	3,105	3,214
41	33,372	34,368	35,472	36,540	37,908	39,240
	2,781	2,864	2,956	3,045	3,159	3,270
42	33,876	34,944	36,000	37,260	38,568	39,936
	2,823	2,912	3,000	3,105	3,214	3,328
43	34,368	35,472	36,540	37,908	39,240	40,716
	2,864	2,956	3,045	3,159	3,270	3,393
44	34,944	36,000	37,260	38,568	39,936	41,472
	2,912	3,000	3,105	3,214	3,328	3,456
45	35,472	36,540	37,908	39,240	40,716	42,324
	2,956	3,045	3,159	3,270	3,393	3,527
46	36,000	37,260	38,568	39,936	41,472	43,032
	3,000	3,105	3,214	3,328	3,456	3,586
47	36,540	37,908	39,240	40,716	42,324	43,776
	3,045	3,159	3,270	3,393	3,527	3,648
48	37,260	38,568	39,936	41,472	43,032	44,688
	3,105	3,214	3,328	3,456	3,586	3,724
49	37,908	39,240	40,716	42,324	43,776	45,588
	3,159	3,270	3,393	3,527	3,648	3,799
50	38,568	39,936	41,472	43,032	44,688	46,524
	3,214	3,328	3,456	3,586	3,724	3,877
51	39,240	40,716	42,324	43,776	45,588	47,532
	3,270	3,393	3,527	3,648	3,799	3,961
52	39,936	41,472	43,032	44,688	46,524	48,516
	3,328	3,456	3,586	3,724	3,877	4,043
53	40,716	42,324	43,776	45,588	47,532	49,500
	3,393	3,527	3,648	3,799	3,961	4,125
54	41,472	43,032	44,688	46,524	48,516	50,616
	3,456	3,586	3,724	3,877	4,043	4,218
55	42,324	43,776	45,588	47,532	49,500	51,684
	3,527	3,648	3,799	3,961	4,125	4,307
56	43,032	44,688	46,524	48,516	50,616	52,920
	3,586	3,724	3,877	4,043	4,218	4,410
57	43,776	45,588	47,532	49,500	51,684	54,012
	3,648	3,799	3,961	4,125	4,307	4,501

58	44,688	46,524	48,516	50,616	52,920	55,176
	3,724	3,877	4,043	4,218	4,410	4,598
59	45,588	47,532	49,500	51,684	54,012	56,340
	3,799	3,961	4,125	4,307	4,501	4,695
60	46,524	48,516	50,616	52,920	55,176	57,600
	3,877	4,043	4,218	4,410	4,598	4,800
61	47,532	49,500	51,684	54,012	56,340	58,896
	3,961	4,125	4,307	4,501	4,695	4,908
62	48,516	50,616	52,920	55,176	57,600	60,156
	4,043	4,218	4,410	4,598	4,800	5,013
63	49,500	51,684	54,012	56,340	58,896	61,464
	4,125	4,307	4,501	4,695	4,908	5,122
64	50,616	52,920	55,176	57,600	60,156	62,808
	4,218	4,410	4,598	4,800	5,013	5,234
65	51,684	54,012	56,340	58,896	61,464	64,104
	4,307	4,501	4,695	4,908	5,122	5,342
66	52,920	55,176	57,600	60,156	62,808	65,604
	4,410	4,598	4,800	5,013	5,234	5,467
67	54,012	56,340	58,896	61,464	64,104	66,972
	4,501	4,695	4,908	5,122	5,342	5,581

SCHEDULE "D"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2006

Salary Periods

GRADE	1	2	3	4	5	6
23	27,324	27,972	28,608	29,256	30,060	30,840
	2,277	2,331	2,384	2,438	2,505	2,570
24	27,684	28,356	28,920	29,640	30,456	31,260
	2,307	2,363	2,410	2,470	2,538	2,605
25	27,972	28,608	29,256	30,060	30,840	31,608
	2,331	2,384	2,438	2,505	2,570	2,634
26	28,356	28,920	29,640	30,456	31,260	32,088
	2,363	2,410	2,470	2,538	2,605	2,674
27	28,608	29,256	30,060	30,840	31,608	32,520
	2,384	2,438	2,505	2,570	2,634	2,710
28	28,920	29,640	30,456	31,260	32,088	32,964
	2,410	2,470	2,538	2,605	2,674	2,747
29	29,256	30,060	30,840	31,608	32,520	33,420
	2,438	2,505	2,570	2,634	2,710	2,785
30	29,640	30,456	31,260	32,088	32,964	33,912
	2,470	2,538	2,605	2,674	2,747	2,826
31	30,060	30,840	31,608	32,520	33,420	34,368
	2,505	2,570	2,634	2,710	2,785	2,864
32	30,456	31,260	32,088	32,964	33,912	34,896
	2,538	2,605	2,674	2,747	2,826	2,908
33	30,840	31,608	32,520	33,420	34,368	35,400
	2,570	2,634	2,710	2,785	2,864	2,950
34	31,260	32,088	32,964	33,912	34,896	35,988
	2,605	2,674	2,747	2,826	2,908	2,999
35	31,608	32,520	33,420	34,368	35,400	36,540
	2,634	2,710	2,785	2,864	2,950	3,045
36	32,088	32,964	33,912	34,896	35,988	37,080
	2,674	2,747	2,826	2,908	2,999	3,090
37	32,520	33,420	34,368	35,400	36,540	37,632
	2,710	2,785	2,864	2,950	3,045	3,136

38	32,964	33,912	34,896	35,988	37,080	38,376
	2,747	2,826	2,908	2,999	3,090	3,198
39	33,420	34,368	35,400	36,540	37,632	39,048
	2,785	2,864	2,950	3,045	3,136	3,254
40	33,912	34,896	35,988	37,080	38,376	39,720
	2,826	2,908	2,999	3,090	3,198	3,310
41	34,368	35,400	36,540	37,632	39,048	40,416
	2,864	2,950	3,045	3,136	3,254	3,368
42	34,896	35,988	37,080	38,376	39,720	41,136
	2,908	2,999	3,090	3,198	3,310	3,428
43	35,400	36,540	37,632	39,048	40,416	41,940
	2,950	3,045	3,136	3,254	3,368	3,495
44	35,988	37,080	38,376	39,720	41,136	42,720
	2,999	3,090	3,198	3,310	3,428	3,560
45	36,540	37,632	39,048	40,416	41,940	43,596
	3,045	3,136	3,254	3,368	3,495	3,633
46	37,080	38,376	39,720	41,136	42,720	44,328
	3,090	3,198	3,310	3,428	3,560	3,694
47	37,632	39,048	40,416	41,940	43,596	45,084
	3,136	3,254	3,368	3,495	3,633	3,757
48	38,376	39,720	41,136	42,720	44,328	46,032
	3,198	3,310	3,428	3,560	3,694	3,836
49	39,048	40,416	41,940	43,596	45,084	46,956
	3,254	3,368	3,495	3,633	3,757	3,913
50	39,720	41,136	42,720	44,328	46,032	47,916
	3,310	3,428	3,560	3,694	3,836	3,993
51	40,416	41,940	43,596	45,084	46,956	48,960
	3,368	3,495	3,633	3,757	3,913	4,080
52	41,136	42,720	44,328	46,032	47,916	49,968
	3,428	3,560	3,694	3,836	3,993	4,164
53	41,940	43,596	45,084	46,956	48,960	50,988
	3,495	3,633	3,757	3,913	4,080	4,249
54	42,720	44,328	46,032	47,916	49,968	52,140
	3,560	3,694	3,836	3,993	4,164	4,345
55	43,596	45,084	46,956	48,960	50,988	53,232
	3,633	3,757	3,913	4,080	4,249	4,436
56	44,328	46,032	47,916	49,968	52,140	54,504
	3,694	3,836	3,993	4,164	4,345	4,542
57	45,084	46,956	48,960	50,988	53,232	55,632
	3,757	3,913	4,080	4,249	4,436	4,636

58	46,032	47,916	49,968	52,140	54,504	56,832
	3,836	3,993	4,164	4,345	4,542	4,736
59	46,956	48,960	50,988	53,232	55,632	58,032
	3,913	4,080	4,249	4,436	4,636	4,836
60	47,916	49,968	52,140	54,504	56,832	59,328
	3,993	4,164	4,345	4,542	4,736	4,944
61	48,960	50,988	53,232	55,632	58,032	60,660
	4,080	4,249	4,436	4,636	4,836	5,055
62	49,968	52,140	54,504	56,832	59,328	61,956
	4,164	4,345	4,542	4,736	4,944	5,163
63	50,988	53,232	55,632	58,032	60,660	63,312
	4,249	4,436	4,636	4,836	5,055	5,276
64	52,140	54,504	56,832	59,328	61,956	64,692
	4,345	4,542	4,736	4,944	5,163	5,391
65	53,232	55,632	58,032	60,660	63,312	66,024
	4,436	4,636	4,836	5,055	5,276	5,502
66	54,504	56,832	59,328	61,956	64,692	67,572
	4,542	4,736	4,944	5,163	5,391	5,631
67	55,632	58,032	60,660	63,312	66,024	68,976
	4,636	4,836	5,055	5,276	5,502	5,748

SCHEDULE "E"

(40 Hours Per Week)

Class Number	Class Title
121EO	Equipment Operations 1
122EO	Equipment Operations 2
123EO	Equipment Operations 3
121GS	Grounds/Site Operations 1
124GS	Grounds/Site Operations 2

LETTER OF UNDERSTANDING

It is understood by the Parties to this Agreement that Wage Employees who work less than twelve (12) consecutive months from their date of hire or last increment but who return in the next season in the same classification within the same Department shall be eligible for an increment effective the first of the month following the completion of a total of twelve months worked provided he is recommended for the increase by his Deputy Head.

LETTER OF UNDERSTANDING

A. Pursuant to Clause 2.01(b) of the Master Agreement dated June 30, 2005 and notwithstanding Supplement III of the same Agreement, the Parties shall administer Article 4, Hours of Work, of Subsidiary Agreement #012 to allow Restructuring and Government Efficiency to implement modified shifts, as detailed in Appendix **"A"** for Computer Operations 1 and 2 (class 124CP and 125CP), at the Data Centres.

B. The Parties also agree that:

(1) Clause 4.01(a) of Subsidiary Agreement #012 dated June 30, 2005 shall be administered so as to require the equivalent hours of work as would be required of an employee who works a normal 36 1/4 hours per week and occupying a position or as a full-time wage employee performing the work of a Computer Operator and who is required to work the normal hours of work.

(2) Notwithstanding Clause 16.05 of the Master Agreement dated June 30, 2005, time worked during meal breaks shall contribute towards the fulfillment of normal hours of work.

(3) Notwithstanding Clauses 16.03, 16.04 and 16.05 of the Master Agreement dated June 30, 2005, and Clause 2 above, employees who work extended shifts (12.08 hours per shift) shall normally receive 50 minutes of paid rest periods.

(4) Article 18 of the Master Agreement dated June 30, 2005, shall be administered so as to provide shift differential for employees required to work extended shifts (12.08 hours per shift). Such employees shall be paid shift differential for hours worked between 4:00 p.m. and 8:00 a.m., exclusive of any hours for which the employee receives overtime compensation.

(5) Articles 4.03(a), 4.04, 4.05(a), 14, 23, 30, 31, 32, 36, 37 and 38 of the Master Agreement dated June 30, 2005, shall be administered so as to provide benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as they would have if the work week had not been modified.

(6)   All of the above shall be effective from July 1, 2005 until the expiry of the current Collective Agreement between the Parties and any subsequent Collective Agreements, unless opened by either Party by notice to the other Party not less than ninety (90) days prior to the expiry of Subsidiary Agreement #012. Notwithstanding the above this Letter of Understanding shall remain in effect thereafter until a replacement Agreement is established. If the Parties do not reach a new Letter of Understanding within the 90 day notice period, this Letter of Understanding shall become null and void. The Employing Department shall then have a further 90 days to re-establish operations under the terms and conditions identified in the Master and Subsidiary #012 Agreements. The time periods stated above may be extended by mutual agreement.

Signed this ___ day of _____, 2005 at Edmonton, Alberta.

_____   _____
SHIRLEY R. HOWE   DAN MacLENNAN
Public Service Commissioner   President, Alberta Union of
                                   Provincial Employees

DATA CENTRES OPERATIONS

MODIFIED 12 HOUR SHIFT SCHEDULE

	Standard Schedule	Modified Schedule
Annual requirement in hours	1892 hours	1892 hours
Overall length of work day	8.25 hours	12.08 hours
Meal period	1 hour	None
Hours credited per work day	7.25 hours	12.08 hours
Paid rest periods per work day	2 @ 15 minutes	50 minutes total
Weekly work days	5 @ 7.25 hours	3 @ 12.08 hours
Hours worked per week	36.25 hours	36.25 hours
Paid Holidays Taken (PHT)	13 @ 7.25 hours	94.25 hours
Annual Vacation Leave days		
After 12 months' service	15 @ 7.25 hours	9 @ 12.08 hours
After 8 years' service	20 @ 7.25 hours	12 @ 12.08 hours
After 16 years' service	25 @ 7.25 hours	15 @ 12.08 hours
After 25 years' service	30 @ 7.25 hours	18 @ 12.08 hours
Shift Differential	Not Applicable	16:00 to 08:00
Casual Illness days	10 @ 7.25 hours	6 @ 12.08 hours
General Illness days	80 @ 7.25 hours	48 @ 12.08 hours
LTD Qualifying Period in days	80 @ 7.25 hours	48 @ 12.08 hours
WCB Supplement in days	80 @ 7.25 hours	48 @ 12.08 hours
Special Leave	10 @ 7.25 hours	Individually pro-rated on an hourly basis

Dated this _____ day of _____, 2005

_____   _____
Witness   SHIRLEY R. HOWE
                                        Public Service Commissioner

_____   _____
Witness   DAN MacLENNAN
                                        President, Alberta Union of
                                        Provincial Employees

LETTER OF UNDERSTANDING

EMPLOYEE RELATIONS COMMITTEE

The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #012, Technical, General and Field Services. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

SHIRLEY R. HOWE	DAN MacLENNAN
Public Service Commissioner	President, Alberta Union of
	Provincial Employees

Date	Date

* THIS LETTER OF UNDERSTANDING IS PRINTED WITH SUBSIDIARY AGREEMENT #012 FOR INFORMATION PURPOSES ONLY AND DOES NOT FORM PART OF THE AGREEMENT

EMPLOYEE RELATIONS COMMITTEE*

TECHNICAL, GENERAL AND FIELD SERVICES - SUBSIDIARY #012

TERMS OF REFERENCE

1.0 PREAMBLE

    1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by the Technical, General and Field Services, Subsidiary #012. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

    1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

    1.3 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

2.0 NAME OF COMMITTEE

    2.1 The name of the Committee shall be: "Employee Relations Committee".

3.0 OBJECTIVE(S)

    3.1 To promote and maintain effective communications in the areas of:

        (a) working conditions;
        (b) policies and procedures;
        (c) staff development;
        (d) suggestions for improved efficiency;
        (e) information exchange relative to proposed operational changes;
        (f) other matters as agreed to mutually by the Committee;
        (g) class series.

3.2   It is agreed that the Committee will not deal with

(i)   issues for which there exist avenues for discussion or resolution which have not been explored,

(ii)   pending or potential grievances,

(iii)   terms and conditions of the Master Agreement.

4.0   MEMBERSHIP

4.1   The Committee shall be composed of equal representatives from Subsidiary #012 and Management.

4.2   Employee representatives will be members of the A.U.P.E. Subsidiary #012 employed by the Government of the Province of Alberta.

4.3   Employee representatives will be chosen by A.U.P.E. Subsidiary #012.

4.4   The Employee Co-chairperson shall be appointed from and elected by the Employee representatives of the Committee. The Management Co-chairperson will be appointed by the Public Service Commissioner.

4.5   Participation by Departments in providing Management representatives shall be voluntary.

4.6   Ideally the Co-chairperson will serve for a period of at least one year.

5.0   GENERAL

5.1   All members of the Committee will have equal authority to advise, recommend and vote.

5.2   The two Co-chairpersons will alternate in chairing the meetings.

5.3   A recording secretary will be provided by the assigned Co-chairperson. Minutes will be approved and signed by the Co-chairpersons and distributed to all members within one (1) week from any meeting.

5.4   Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.

5.5   An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-chairpersons. The final agenda will be set by mutual agreement of the Co-chairpersons.

5.6   Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.

5.7   The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.

5.8   These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.

_____   _____

For Employer   For A.U.P.E., Local #012

* NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #012

LETTER OF UNDERSTANDING

It is understood by the Parties to this Agreement that where Employees work in **an** environment where there is a requirement that a majority of the work time requires the use of a vehicle, the Employing Departments may receive input from Employees covered by this Subsidiary Agreement with regard to issues and policies dealing with ergonomic options on said vehicles. This input shall be received through the Employee Relations Committee or other such committees that may be established. This Letter of Understanding shall take effect on the date of implementation and remain in effect for the duration of this Agreement.

_____   _____
SHIRLEY R. HOWE   DAN MacLENNAN
Public Service Commissioner   President, Alberta Union of Provincial
                                                                 Employees