

SUBSIDIARY AGREEMENT #002

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

REPRESENTING

**ADMINISTRATIVE AND PROGRAM
SERVICES**

JUNE 30, 2005

2830(3)

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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 "A-1" of the Administrative and Program 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, the regular rates of pay as outlined in Schedules "A", "A-1", "B" and "B-1" 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 by this Agreement shall be twelve (12) months.
- 3.02 Continuous full time employment in the Public Service, immediately preceding the appointment to a permanent position, shall be counted towards the probationary period provided that the duties that were performed are comparable to the duties of the permanent position and provided that such reduction of probationary period has the approval of the Deputy Head. Comparability shall only be determined by the comparison of duties performed immediately preceding the appointment to a permanent position to the duties of the permanent position.

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 covered by this Agreement shall be:
- (a) thirty-six and one quarter (36 1/4) hours per week, seven and one quarter (7 1/4) hours per day, for all classes listed in Schedule "A" and Schedule "A-1" of this Agreement; or
 - (b) the equivalent on a monthly, or annual basis.
- 4.02 Notwithstanding Clause 4.01, the Employer may require certain Employees who are assigned to the Administration 1 or Administration 2 classes to work forty (40) hours per week for which they shall receive 10.34% more than the specified salary for their assigned class. This additional amount shall be considered part of the Employee's annual salary. This provision may be extended to other Employees by mutual agreement of the Parties.
- 4.03 An Employee occupying a class assigned to Schedule "A-1" of this Agreement, who is required to travel to a work location to perform assigned duties, and that location is away from his normal place of work, shall have such time spent in travel, which is in excess of that time normally spent travelling directly to and from his residence and normal place of work, counted as time worked.

ARTICLE 5

OVERTIME

- 5.01 An Employee may be required to work overtime All overtimes shall be authorized by the Employing Department.
- 5.02 (a) Classes assigned to Schedule "A-1" of this Agreement shall receive overtime compensation in accordance with Article 17 of the Master Agreement and are not subject to the remaining provisions of this Article.
- (b) Pursuant to Article 3 of the Master Agreement, the following clauses specifically govern overtime provisions for positions assigned to classifications covered by Schedule "A" of this Agreement, and have effect instead of Clauses 17.03(a) and 17.04 of the Master Agreement.
- 5.03 Employees will be compensated for all authorized hours worked in excess of seven and one-quarter (7 1/4) or eight (8) hours per day or thirty-six and one-quarter (36 1/4) or forty (40) hours per week (as appropriate for their Class) at the rate of one and one-half (1 1/2) times regular salary for each hour of overtime worked, or at the rate of one and one-half (1 1/2) times regular salary.
- 5.04 At the beginning of each month an Employee shall indicate in writing a preference between compensatory time off or monetary compensation for overtime worked. Such preference shall be subject to approval by the Employing Department and where an Employee does not indicate a preference, the Employing Department shall determine the method of compensation. Where compensatory time off is approved and where it cannot be scheduled before the end of the month following the month in which the overtime was worked, it shall be paid out in accordance with Clause 5.03.
- 5.05 Notwithstanding Clause 5.04 above, compensatory time off may be carried forward from month to month only by mutual agreement. In the absence of mutual agreement, payment for overtime will be made by the end of the following month.
- 5.06 For the purpose of overtime calculations, authorized travel on government business shall be considered as time worked. Clause 5.03 shall apply to all authorized travel time in excess of normal working hours or on a regularly scheduled day of rest except that an employee shall not be compensated for travel to and from the usual place of work and residence.
- 5.07 Overtime pay shall be calculated from the annual salary rate in effect at the time the overtime is worked, regardless of any subsequent retroactive change in that rate.

ARTICLE 6

PROTECTIVE CLOTHING

- 6.01 The Employing Department shall provide, maintain, replace and clean protective clothing where the Employing Department determines the foregoing is required. Items so provided will remain the property of the Employing Department.

* ARTICLE 7

LONG SERVICE INCREMENT

- 7.01 **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, which shall not be unreasonably denied.
- 7.02 An Employee who meets the provisions of Clause 7.01 shall be eligible for the L.S.I. effective from the 1st day of the following month.
- 7.03 An Employee who has qualified for L.S.I. pursuant to Clause 7.01 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-clause 7.01(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.

ARTICLE 8

SPLIT SHIFTS

- 8.01 Pursuant to Clause 16.06 of the Master Agreement, an Employee shall not be required, without his agreement, to work a split shift.

ARTICLE 9

EMPLOYEE RELATIONS COMMITTEE

9.01 The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #002 - Administrative and Program Services.

- (a) The Committee shall be composed of:
 - (i) Four (4) Government representatives to be appointed by the Public Service Commissioner.
 - (ii) Four (4) Union representatives to be appointed by Local 002.
 - (iii) The Parties may each appoint alternates to serve in the absence of a regular member.
 - (iv) The Parties shall each appoint a Co-Chairperson.
- (b) Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- (c) The Committee shall meet as it deems necessary to discuss matters of mutual interest to Local 002.

The Committee shall develop Terms of Reference. The Terms of Reference shall incorporate a method to achieve recommendations.

- (d) If the Parties, by mutual agreement, give the Committee authority to formulate recommendations within its Terms of Reference, the Committee will make recommendations for the consideration of the Public Service Commissioner and the Union.

ARTICLE 10

SUPPLIES AND EQUIPMENT

10.01 The Employing Department shall make available to all staff assigned to classes contained in Schedule "A-1" of this Agreement the books, texts, and instructional materials deemed by the Employing Department to be necessary to the performance of their duties.

SCHEDULE "A"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"

EFFECTIVE SEPTEMBER 1, 2004

<u>Class Number</u>	<u>Classification</u>	<u>Pay Grade</u>
023SC	Scientific 1	61-67
024SC	Scientific 2	64-70
025SC	Scientific 3	73
026SC	Scientific 4	80
027SC	Scientific 5	83
021PS	Program Services 1	53-57
022PS	Program Services 2	61
023PS	Program Services 3	67
024PS	Program Services 4	70
025PS	Program Services 5	73
021RI	Reference and Information 1	53-57
022RI	Reference and Information 2	61
023RI	Reference and Information 3	63
024RI	Reference and Information 4	67
021CM	Communication 1	53-55
022CM	Communication 2	57
023CM	Communication 3	63
024CM	Communication 4	67
022RG	Regulatory 1	57
023RG	Regulatory 2	63
024RG	Regulatory 3	67
021FN	Finance 1	53-57
022FN	Finance 2	61
023FN	Finance 3	67
024FN	Finance 4	71
021AN	Administration 1	56
022AN	Administration 2	62

SCHEDULE "A-1"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B-1"

EFFECTIVE SEPTEMBER 1, 2004

<u>Class Number</u>	<u>Classification</u>	<u>Pay Grade</u>
021ED	Education 1	78

10

SCHEDULE "B"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2004

Salary Periods

GRADE	1	2	3	4	5	6	*LSI/7
29	23,760	24,612	25,524	26,412	27,408	28,452	29,544
	1,980	2,051	2,127	2,201	2,284	2,371	2,462
30	24,192	25,080	26,028	26,940	27,912	29,004	30,144
	2,016	2,090	2,169	2,245	2,326	2,417	2,512
31	24,612	25,524	26,412	27,408	28,452	29,544	30,708
	2,051	2,127	2,201	2,284	2,371	2,462	2,559
32	25,080	26,028	26,940	27,912	29,004	30,144	31,236
	2,090	2,169	2,245	2,326	2,417	2,512	2,603
33	25,524	26,412	27,408	28,452	29,544	30,708	31,800
	2,127	2,201	2,284	2,371	2,462	2,559	2,650
34	26,028	26,940	27,912	29,004	30,144	31,236	32,460
	2,169	2,245	2,326	2,417	2,512	2,603	2,705
35	26,412	27,408	28,452	29,544	30,708	31,800	33,132
	2,201	2,284	2,371	2,462	2,559	2,650	2,761
36	26,940	27,912	29,004	30,144	31,236	32,460	33,756
	2,245	2,326	2,417	2,512	2,603	2,705	2,813
37	27,408	28,452	29,544	30,708	31,800	33,132	34,380
	2,284	2,371	2,462	2,559	2,650	2,761	2,865
38	27,912	29,004	30,144	31,236	32,460	33,756	35,124
	2,326	2,417	2,512	2,603	2,705	2,813	2,927
39	28,452	29,544	30,708	31,800	33,132	34,380	35,796
	2,371	2,462	2,559	2,650	2,761	2,865	2,983
40	29,004	30,144	31,236	32,460	33,756	35,124	36,468
	2,417	2,512	2,603	2,705	2,813	2,927	3,039
41	29,544	30,708	31,800	33,132	34,380	35,796	37,092
	2,462	2,559	2,650	2,761	2,865	2,983	3,091
42	30,144	31,236	32,460	33,756	35,124	36,468	37,944
	2,512	2,603	2,705	2,813	2,927	3,039	3,162
43	30,708	31,800	33,132	34,380	35,796	37,092	38,604
	2,559	2,650	2,761	2,865	2,983	3,091	3,217
44	31,236	32,460	33,756	35,124	36,468	37,944	39,408
	2,603	2,705	2,813	2,927	3,039	3,162	3,284

45	31,800	33,132	34,380	35,796	37,092	38,604	40,260
	2,650	2,761	2,865	2,983	3,091	3,217	3,355
46	32,460	33,756	35,124	36,468	37,944	39,408	41,136
	2,705	2,813	2,927	3,039	3,162	3,284	3,428
47	33,132	34,380	35,796	37,092	38,604	40,260	41,808
	2,761	2,865	2,983	3,091	3,217	3,355	3,484
48	33,756	35,124	36,468	37,944	39,408	41,136	42,756
	2,813	2,927	3,039	3,162	3,284	3,428	3,563
49	34,380	35,796	37,092	38,604	40,260	41,808	43,608
	2,865	2,983	3,091	3,217	3,355	3,484	3,634
50	35,124	36,468	37,944	39,408	41,136	42,756	44,628
	2,927	3,039	3,162	3,284	3,428	3,563	3,719
51	35,796	37,092	38,604	40,260	41,808	43,608	45,684
	2,983	3,091	3,217	3,355	3,484	3,634	3,807
52	36,468	37,944	39,408	41,136	42,756	44,628	46,692
	3,039	3,162	3,284	3,428	3,563	3,719	3,891
53	37,092	38,604	40,260	41,808	43,608	45,684	47,772
	3,091	3,217	3,355	3,484	3,634	3,807	3,981
54	37,944	39,408	41,136	42,756	44,628	46,692	48,840
	3,162	3,284	3,428	3,563	3,719	3,891	4,070
55	38,604	40,260	41,808	43,608	45,684	47,772	49,944
	3,217	3,355	3,484	3,634	3,807	3,981	4,162
56	39,408	41,136	42,756	44,628	46,692	48,840	51,276
	3,284	3,428	3,563	3,719	3,891	4,070	4,273
57	40,260	41,808	43,608	45,684	47,772	49,944	52,320
	3,355	3,484	3,634	3,807	3,981	4,162	4,360
58	41,136	42,756	44,628	46,692	48,840	51,276	53,568
	3,428	3,563	3,719	3,891	4,070	4,273	4,464
59	41,808	43,608	45,684	47,772	49,944	52,320	54,696
	3,484	3,634	3,807	3,981	4,162	4,360	4,558
60	42,756	44,628	46,692	48,840	51,276	53,568	55,992
	3,563	3,719	3,891	4,070	4,273	4,464	4,666
61	43,608	45,684	47,772	49,944	52,320	54,696	57,192
	3,634	3,807	3,981	4,162	4,360	4,558	4,766
62	44,628	46,692	48,840	51,276	53,568	55,992	58,584
	3,719	3,891	4,070	4,273	4,464	4,666	4,882
63	45,684	47,772	49,944	52,320	54,696	57,192	59,796
	3,807	3,981	4,162	4,360	4,558	4,766	4,983
64	46,692	48,840	51,276	53,568	55,992	58,584	61,212
	3,891	4,070	4,273	4,464	4,666	4,882	5,101

65	47,772	49,944	52,320	54,696	57,192	59,796	62,568
	3,981	4,162	4,360	4,558	4,766	4,983	5,214
66	48,840	51,276	53,568	55,992	58,584	61,212	64,128
	4,070	4,273	4,464	4,666	4,882	5,101	5,344
67	49,944	52,320	54,696	57,192	59,796	62,568	65,496
	4,162	4,360	4,558	4,766	4,983	5,214	5,458
68	51,276	53,568	55,992	58,584	61,212	64,128	67,008
	4,273	4,464	4,666	4,882	5,101	5,344	5,584
69	52,320	54,696	57,192	59,796	62,568	65,496	68,496
	4,360	4,558	4,766	4,983	5,214	5,458	5,708
70	53,568	55,992	58,584	61,212	64,128	67,008	70,212
	4,464	4,666	4,882	5,101	5,344	5,584	5,851
71	54,696	57,192	59,796	62,568	65,496	68,496	71,856
	4,558	4,766	4,983	5,214	5,458	5,708	5,988
72	55,992	58,584	61,212	64,128	67,008	70,212	73,632
	4,666	4,882	5,101	5,344	5,584	5,851	6,136
73	57,192	59,796	62,568	65,496	68,496	71,856	75,372
	4,766	4,983	5,214	5,458	5,708	5,988	6,281
74	58,584	61,212	64,128	67,008	70,212	73,632	77,436
	4,882	5,101	5,344	5,584	5,851	6,136	6,453
75	59,796	62,568	65,496	68,496	71,856	75,372	79,188
	4,983	5,214	5,458	5,708	5,988	6,281	6,599
76	61,212	64,128	67,008	70,212	73,632	77,436	81,120
	5,101	5,344	5,584	5,851	6,136	6,453	6,760
77	62,568	65,496	68,496	71,856	75,372	79,188	82,932
	5,214	5,458	5,708	5,988	6,281	6,599	6,911
78	64,128	67,008	70,212	73,632	77,436	81,120	85,080
	5,344	5,584	5,851	6,136	6,453	6,760	7,090
79	65,496	68,496	71,856	75,372	79,188	82,932	86,964
	5,458	5,708	5,988	6,281	6,599	6,911	7,247
80	67,008	70,212	73,632	77,436	81,120	85,080	88,956
	5,584	5,851	6,136	6,453	6,760	7,090	7,413
81	68,496	71,856	75,372	79,188	82,932	86,964	91,152
	5,708	5,988	6,281	6,599	6,911	7,247	7,596
82	70,212	73,632	77,436	81,120	85,080	88,956	93,276
	5,851	6,136	6,453	6,760	7,090	7,413	7,773
83	71,856	75,372	79,188	82,932	86,964	91,152	95,436
	5,988	6,281	6,599	6,911	7,247	7,596	7,953

* 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-1"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2004

GRADE	<u>Salary Periods</u>						*LSI/7
	1	2	3	4	5	6	
74	54,336	56,844	59,484	62,292	65,292	68,448	71,916
	4,528	4,737	4,957	5,191	5,441	5,704	5,993
75	55,560	58,128	60,828	63,684	66,828	70,056	73,728
	4,630	4,844	5,069	5,307	5,569	5,838	6,144
76	56,844	59,484	62,292	65,292	68,448	71,916	75,684
	4,737	4,957	5,191	5,441	5,704	5,993	6,307
77	58,128	60,828	63,684	66,828	70,056	73,728	77,556
	4,844	5,069	5,307	5,569	5,838	6,144	6,463
78	59,484	62,292	65,292	68,448	71,916	75,684	79,632
	4,957	5,191	5,441	5,704	5,993	6,307	6,636
79	60,828	63,684	66,828	70,056	73,728	77,556	81,564
	5,069	5,307	5,569	5,838	6,144	6,463	6,797

* 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"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2005

Salary Periods

GRADE	1	2	3	4	5	6	7
29	24,468	25,356	26,292	27,204	28,236	29,304	30,432
	2,039	2,113	2,191	2,267	2,353	2,442	2,536
30	24,912	25,836	26,808	27,744	28,752	29,880	31,044
	2,076	2,153	2,234	2,312	2,396	2,490	2,587
31	25,356	26,292	27,204	28,236	29,304	30,432	31,632
	2,113	2,191	2,267	2,353	2,442	2,536	2,636
32	25,836	26,808	27,744	28,752	29,880	31,044	32,172
	2,153	2,234	2,312	2,396	2,490	2,587	2,681
33	26,292	27,204	28,236	29,304	30,432	31,632	32,760
	2,191	2,267	2,353	2,442	2,536	2,636	2,730
34	26,808	27,744	28,752	29,880	31,044	32,172	33,432
	2,234	2,312	2,396	2,490	2,587	2,681	2,786
35	27,204	28,236	29,304	30,432	31,632	32,760	34,128
	2,267	2,353	2,442	2,536	2,636	2,730	2,844
36	27,744	28,752	29,880	31,044	32,172	33,432	34,764
	2,312	2,396	2,490	2,587	2,681	2,786	2,897
37	28,236	29,304	30,432	31,632	32,760	34,128	35,412
	2,353	2,442	2,536	2,636	2,730	2,844	2,951
38	28,752	29,880	31,044	32,172	33,432	34,764	36,180
	2,396	2,490	2,587	2,681	2,786	2,897	3,015
39	29,304	30,432	31,632	32,760	34,128	35,412	36,864
	2,442	2,536	2,636	2,730	2,844	2,951	3,072
40	29,880	31,044	32,172	33,432	34,764	36,180	37,560
	2,490	2,587	2,681	2,786	2,897	3,015	3,130
41	30,432	31,632	32,760	34,128	35,412	36,864	38,208
	2,536	2,636	2,730	2,844	2,951	3,072	3,184
42	31,044	32,172	33,432	34,764	36,180	37,560	39,084
	2,587	2,681	2,786	2,897	3,015	3,130	3,257
43	31,632	32,760	34,128	35,412	36,864	38,208	39,768
	2,636	2,730	2,844	2,951	3,072	3,184	3,314

44	32,172	33,432	34,764	36,180	37,560	39,084	40,596
	2,681	2,786	2,897	3,015	3,130	3,257	3,383
45	32,760	34,128	35,412	36,864	38,208	39,768	41,472
	2,730	2,844	2,951	3,072	3,184	3,314	3,456
46	33,432	34,764	36,180	37,560	39,084	40,596	42,372
	2,786	2,897	3,015	3,130	3,257	3,383	3,531
47	34,128	35,412	36,864	38,208	39,768	41,472	43,068
	2,844	2,951	3,072	3,184	3,314	3,456	3,589
48	34,764	36,180	37,560	39,084	40,596	42,372	44,040
	2,897	3,015	3,130	3,257	3,383	3,531	3,670
49	35,412	36,864	38,208	39,768	41,472	43,068	44,916
	2,951	3,072	3,184	3,314	3,456	3,589	3,743
50	36,180	37,560	39,084	40,596	42,372	44,040	45,972
	3,015	3,130	3,257	3,383	3,531	3,670	3,831
51	36,864	38,208	39,768	41,472	43,068	44,916	47,052
	3,072	3,184	3,314	3,456	3,589	3,743	3,921
52	37,560	39,084	40,596	42,372	44,040	45,972	48,096
	3,130	3,257	3,383	3,531	3,670	3,831	4,008
53	38,208	39,768	41,472	43,068	44,916	47,052	49,200
	3,184	3,314	3,456	3,589	3,743	3,921	4,100
54	39,084	40,596	42,372	44,040	45,972	48,096	50,304
	3,257	3,383	3,531	3,670	3,831	4,008	4,192
55	39,768	41,472	43,068	44,916	47,052	49,200	51,444
	3,314	3,456	3,589	3,743	3,921	4,100	4,287
56	40,596	42,372	44,040	45,972	48,096	50,304	52,812
	3,383	3,531	3,670	3,831	4,008	4,192	4,401
57	41,472	43,068	44,916	47,052	49,200	51,444	53,892
	3,456	3,589	3,743	3,921	4,100	4,287	4,491
58	42,372	44,040	45,972	48,096	50,304	52,812	55,176
	3,531	3,670	3,831	4,008	4,192	4,401	4,598
59	43,068	44,916	47,052	49,200	51,444	53,892	56,340
	3,589	3,743	3,921	4,100	4,287	4,491	4,695
60	44,040	45,972	48,096	50,304	52,812	55,176	57,672
	3,670	3,831	4,008	4,192	4,401	4,598	4,806
61	44,916	47,052	49,200	51,444	53,892	56,340	58,908
	3,743	3,921	4,100	4,287	4,491	4,695	4,909
62	45,972	48,096	50,304	52,812	55,176	57,672	60,336
	3,831	4,008	4,192	4,401	4,598	4,806	5,028
63	47,052	49,200	51,444	53,892	56,340	58,908	61,584
	3,921	4,100	4,287	4,491	4,695	4,909	5,132

64	48,096	50,304	52,812	55,176	57,672	60,336	63,048
	4,008	4,192	4,401	4,598	4,806	5,028	5,254
65	49,200	51,444	53,892	56,340	58,908	61,584	64,440
	4,100	4,287	4,491	4,695	4,909	5,132	5,370
66	50,304	52,812	55,176	57,672	60,336	63,048	66,048
	4,192	4,401	4,598	4,806	5,028	5,254	5,504
67	51,444	53,892	56,340	58,908	61,584	64,440	67,464
	4,287	4,491	4,695	4,909	5,132	5,370	5,622
68	52,812	55,176	57,672	60,336	63,048	66,048	69,024
	4,401	4,598	4,806	5,028	5,254	5,504	5,752
69	53,892	56,340	58,908	61,584	64,440	67,464	70,548
	4,491	4,695	4,909	5,132	5,370	5,622	5,879
70	55,176	57,672	60,336	63,048	66,048	69,024	72,324
	4,598	4,806	5,028	5,254	5,504	5,752	6,027
71	56,340	58,908	61,584	64,440	67,464	70,548	74,016
	4,695	4,909	5,132	5,370	5,622	5,879	6,168
72	57,672	60,336	63,048	66,048	69,024	72,324	75,840
	4,806	5,028	5,254	5,504	5,752	6,027	6,320
73	58,908	61,584	64,440	67,464	70,548	74,016	77,628
	4,909	5,132	5,370	5,622	5,879	6,168	6,469
74	60,336	63,048	66,048	69,024	72,324	75,840	79,764
	5,028	5,254	5,504	5,752	6,027	6,320	6,647
75	61,584	64,440	67,464	70,548	74,016	77,628	81,564
	5,132	5,370	5,622	5,879	6,168	6,469	6,797
76	63,048	66,048	69,024	72,324	75,840	79,764	83,556
	5,254	5,504	5,752	6,027	6,320	6,647	6,963
77	64,440	67,464	70,548	74,016	77,628	81,564	85,416
	5,370	5,622	5,879	6,168	6,469	6,797	7,118
78	66,048	69,024	72,324	75,840	79,764	83,556	87,636
	5,504	5,752	6,027	6,320	6,647	6,963	7,303
79	67,464	70,548	74,016	77,628	81,564	85,416	89,568
	5,622	5,879	6,168	6,469	6,797	7,118	7,464
80	69,024	72,324	75,840	79,764	83,556	87,636	91,620
	5,752	6,027	6,320	6,647	6,963	7,303	7,635
81	70,548	74,016	77,628	81,564	85,416	89,568	93,888
	5,879	6,168	6,469	6,797	7,118	7,464	7,824
82	72,324	75,840	79,764	83,556	87,636	91,620	96,072
	6,027	6,320	6,647	6,963	7,303	7,635	8,006
83	74,016	77,628	81,564	85,416	89,568	93,888	98,304
	6,168	6,469	6,797	7,118	7,464	7,824	8,192

SCHEDULE "B-1"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2005

Salary Periods

GRADE	1	2	3	4	5	6	7
74	55,968	58,548	61,272	64,164	67,248	70,500	74,076
	4,664	4,879	5,106	5,347	5,604	5,875	6,173
75	57,228	59,868	62,652	65,592	68,832	72,156	75,936
	4,769	4,989	5,221	5,466	5,736	6,013	6,328
76	58,548	61,272	64,164	67,248	70,500	74,076	77,952
	4,879	5,106	5,347	5,604	5,875	6,173	6,496
77	59,868	62,652	65,592	68,832	72,156	75,936	79,884
	4,989	5,221	5,466	5,736	6,013	6,328	6,657
78	61,272	64,164	67,248	70,500	74,076	77,952	82,020
	5,106	5,347	5,604	5,875	6,173	6,496	6,835
79	62,652	65,592	68,832	72,156	75,936	79,884	84,012
	5,221	5,466	5,736	6,013	6,328	6,657	7,001

SCHEDULE "B"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2006

Salary Periods

GRADE	1	2	3	4	5	6	7
29	25,200	26,112	27,084	28,020	29,088	30,180	31,344
	2,100	2,176	2,257	2,335	2,424	2,515	2,612
30	25,656	26,616	27,612	28,572	29,616	30,780	31,980
	2,138	2,218	2,301	2,381	2,468	2,565	2,665
31	26,112	27,084	28,020	29,088	30,180	31,344	32,580
	2,176	2,257	2,335	2,424	2,515	2,612	2,715
32	26,616	27,612	28,572	29,616	30,780	31,980	33,132
	2,218	2,301	2,381	2,468	2,565	2,665	2,761
33	27,084	28,020	29,088	30,180	31,344	32,580	33,744
	2,257	2,335	2,424	2,515	2,612	2,715	2,812
34	27,612	28,572	29,616	30,780	31,980	33,132	34,440
	2,301	2,381	2,468	2,565	2,665	2,761	2,870
35	28,020	29,088	30,180	31,344	32,580	33,744	35,148
	2,335	2,424	2,515	2,612	2,715	2,812	2,929
36	28,572	29,616	30,780	31,980	33,132	34,440	35,808
	2,381	2,468	2,565	2,665	2,761	2,870	2,984
37	29,088	30,180	31,344	32,580	33,744	35,148	36,480
	2,424	2,515	2,612	2,715	2,812	2,929	3,040
38	29,616	30,780	31,980	33,132	34,440	35,808	37,260
	2,468	2,565	2,665	2,761	2,870	2,984	3,105
39	30,180	31,344	32,580	33,744	35,148	36,480	37,968
	2,515	2,612	2,715	2,812	2,929	3,040	3,164
40	30,780	31,980	33,132	34,440	35,808	37,260	38,688
	2,565	2,665	2,761	2,870	2,984	3,105	3,224
41	31,344	32,580	33,744	35,148	36,480	37,968	39,360
	2,612	2,715	2,812	2,929	3,040	3,164	3,280
42	31,980	33,132	34,440	35,808	37,260	38,688	40,260
	2,665	2,761	2,870	2,984	3,105	3,224	3,355
43	32,580	33,744	35,148	36,480	37,968	39,360	40,956
	2,715	2,812	2,929	3,040	3,164	3,280	3,413

44	33,132	34,440	35,808	37,260	38,688	40,260	41,808
	2,761	2,870	2,984	3,105	3,224	3,355	3,484
45	33,744	35,148	36,480	37,968	39,360	40,956	42,720
	2,812	2,929	3,040	3,164	3,280	3,413	3,560
46	34,440	35,808	37,260	38,688	40,260	41,808	43,644
	2,870	2,984	3,105	3,224	3,355	3,484	3,637
47	35,148	36,480	37,968	39,360	40,956	42,720	44,364
	2,929	3,040	3,164	3,280	3,413	3,560	3,697
48	35,808	37,260	38,688	40,260	41,808	43,644	45,360
	2,984	3,105	3,224	3,355	3,484	3,637	3,780
49	36,480	37,968	39,360	40,956	42,720	44,364	46,260
	3,040	3,164	3,280	3,413	3,560	3,697	3,855
50	37,260	38,688	40,260	41,808	43,644	45,360	47,352
	3,105	3,224	3,355	3,484	3,637	3,780	3,946
51	37,968	39,360	40,956	42,720	44,364	46,260	48,468
	3,164	3,280	3,413	3,560	3,697	3,855	4,039
52	38,688	40,260	41,808	43,644	45,360	47,352	49,536
	3,224	3,355	3,484	3,637	3,780	3,946	4,128
53	39,360	40,956	42,720	44,364	46,260	48,468	50,676
	3,280	3,413	3,560	3,697	3,855	4,039	4,223
54	40,260	41,808	43,644	45,360	47,352	49,536	51,816
	3,355	3,484	3,637	3,780	3,946	4,128	4,318
55	40,956	42,720	44,364	46,260	48,468	50,676	52,992
	3,413	3,560	3,697	3,855	4,039	4,223	4,416
56	41,808	43,644	45,360	47,352	49,536	51,816	54,396
	3,484	3,637	3,780	3,946	4,128	4,318	4,533
57	42,720	44,364	46,260	48,468	50,676	52,992	55,512
	3,560	3,697	3,855	4,039	4,223	4,416	4,626
58	43,644	45,360	47,352	49,536	51,816	54,396	56,832
	3,637	3,780	3,946	4,128	4,318	4,533	4,736
59	44,364	46,260	48,468	50,676	52,992	55,512	58,032
	3,697	3,855	4,039	4,223	4,416	4,626	4,836
60	45,360	47,352	49,536	51,816	54,396	56,832	59,400
	3,780	3,946	4,128	4,318	4,533	4,736	4,950
61	46,260	48,468	50,676	52,992	55,512	58,032	60,672
	3,855	4,039	4,223	4,416	4,626	4,836	5,056
62	47,352	49,536	51,816	54,396	56,832	59,400	62,148
	3,946	4,128	4,318	4,533	4,736	4,950	5,179
63	48,468	50,676	52,992	55,512	58,032	60,672	63,432
	4,039	4,223	4,416	4,626	4,836	5,056	5,286

64	49,536	51,816	54,396	56,832	59,400	62,148	64,944
	4,128	4,318	4,533	4,736	4,950	5,179	5,412
65	50,676	52,992	55,512	58,032	60,672	63,432	66,372
	4,223	4,416	4,626	4,836	5,056	5,286	5,531
66	51,816	54,396	56,832	59,400	62,148	64,944	68,028
	4,318	4,533	4,736	4,950	5,179	5,412	5,669
67	52,992	55,512	58,032	60,672	63,432	66,372	69,492
	4,416	4,626	4,836	5,056	5,286	5,531	5,791
68	54,396	56,832	59,400	62,148	64,944	68,028	71,100
	4,533	4,736	4,950	5,179	5,412	5,669	5,925
69	55,512	58,032	60,672	63,432	66,372	69,492	72,660
	4,626	4,836	5,056	5,286	5,531	5,791	6,055
70	56,832	59,400	62,148	64,944	68,028	71,100	74,496
	4,736	4,950	5,179	5,412	5,669	5,925	6,208
71	58,032	60,672	63,432	66,372	69,492	72,660	76,236
	4,836	5,056	5,286	5,531	5,791	6,055	6,353
72	59,400	62,148	64,944	68,028	71,100	74,496	78,120
	4,950	5,179	5,412	5,669	5,925	6,208	6,510
73	60,672	63,432	66,372	69,492	72,660	76,236	79,956
	5,056	5,286	5,531	5,791	6,055	6,353	6,663
74	62,148	64,944	68,028	71,100	74,496	78,120	82,152
	5,179	5,412	5,669	5,925	6,208	6,510	6,846
75	63,432	66,372	69,492	72,660	76,236	79,956	84,012
	5,286	5,531	5,791	6,055	6,353	6,663	7,001
76	64,944	68,028	71,100	74,496	78,120	82,152	86,064
	5,412	5,669	5,925	6,208	6,510	6,846	7,172
77	66,372	69,492	72,660	76,236	79,956	84,012	87,984
	5,531	5,791	6,055	6,353	6,663	7,001	7,332
78	68,028	71,100	74,496	78,120	82,152	86,064	90,264
	5,669	5,925	6,208	6,510	6,846	7,172	7,522
79	69,492	72,660	76,236	79,956	84,012	87,984	92,256
	5,791	6,055	6,353	6,663	7,001	7,332	7,688
80	71,100	74,496	78,120	82,152	86,064	90,264	94,368
	5,925	6,208	6,510	6,846	7,172	7,522	7,864
81	72,660	76,236	79,956	84,012	87,984	92,256	96,708
	6,055	6,353	6,663	7,001	7,332	7,688	8,059
82	74,496	78,120	82,152	86,064	90,264	94,368	98,952
	6,208	6,510	6,846	7,172	7,522	7,864	8,246
83	76,236	79,956	84,012	87,984	92,256	96,708	101,256
	6,353	6,663	7,001	7,332	7,688	8,059	8,438

SCHEDULE "B-1"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2006

Salary Periods

GRADE	1	2	3	4	5	6	7
74	57,648	60,300	63,108	66,084	69,264	72,612	76,296
	4,804	5,025	5,259	5,507	5,772	6,051	6,358
75	58,944	61,668	64,536	67,560	70,896	74,316	78,216
	4,912	5,139	5,378	5,630	5,908	6,193	6,518
76	60,300	63,108	66,084	69,264	72,612	76,296	80,292
	5,025	5,259	5,507	5,772	6,051	6,358	6,691
77	61,668	64,536	67,560	70,896	74,316	78,216	82,284
	5,139	5,378	5,630	5,908	6,193	6,518	6,857
78	63,108	66,084	69,264	72,612	76,296	80,292	84,480
	5,259	5,507	5,772	6,051	6,358	6,691	7,040
79	64,536	67,560	70,896	74,316	78,216	82,284	86,532
	5,378	5,630	5,908	6,193	6,518	6,857	7,211

Dated this **30th** day of **June**, 2005

ORIGINAL SIGNED BY KAREN LICKACZ

Witness

**ORIGINAL SIGNED BY SHIRLEY R.
HOWE**

SHIRLEY R. HOWE
Public Service Commissioner

ORIGINAL SIGNED BY JIM PETRIE

Witness

**ORIGINAL SIGNED BY DAN
MACLENNAN**

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING

SALARY MODIFIERS

BETWEEN

THE CROWN IN RIGHT OF ALBERTA
(the Employer)

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(the Union)

1. The Parties agree that a salary modifier may be applied to the salaries of Employees who perform work that meets the "Senior Tax Officer" criteria. This modifier will be equivalent to three pay grades and will be administered by assigning eligible Employees to pay grade 74 on Schedule "B" of the Subsidiary 002 agreement.
2. The Parties agree that a salary modifier may be applied to Employees who perform work that meets the "Senior Public Affairs Officer" criteria. This modifier will be equivalent to three pay grades and will be administered by assigning eligible employees to pay grade 70 on Schedule "B" of the Subsidiary 002 agreement.
3. The modifiers identified in Items 1 and 2 above will form part of an eligible employee's annual salary and will be pensionable.
4. An Employee who ceases to qualify for a modifier identified in Items 1 or 2 above shall have the modifier discontinued upon ninety (90) days written notice to the Employee.
5. Pursuant to Article 29.01(b) of the Master Agreement between the Parties, complaints relating to whether an Employee's assigned duties meet the criteria for a modifier according to this Letter shall not be subject to the grievance procedure.
6. This Letter of Understanding shall be effective June 1, 2002 and shall remain in effect for the term of the current Collective Agreement.

Signed this **30th** day of **June**, 2005.

ORIGINAL SIGNED BY SHIRLEY R. HOWE

SHIRLEY R. HOWE
Public Service Commissioner

ORIGINAL SIGNED BY DAN MACLENNAN

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING
ALBERTA HUMAN RESOURCES AND EMPLOYMENT
PROGRAM ADVISORY COMMITTEE

The Parties agree to establish a joint Employee – Management Program Advisory Committee.

The Committee shall be co-chaired by the ADM, Delivery Services, Alberta Human Resources and Employment, or designate, and an employee representative appointed to the co-chair role by the AUPE. Management membership shall be comprised of the ADM, Delivery Services and representatives of the service delivery regions, appointed by the ADM, Delivery Services. Employee membership shall be the co-chair and members, not to exceed seven in number, who are appointed by AUPE to represent the delivery regions of Alberta Human Resources and Employment.

The purpose of the Committee is to discuss items of mutual interest to the Parties related to the delivery of the Alberta Works Program of Alberta Human Resources and Employment. Discussion topics may include, but are not limited to:

- Program delivery improvement strategies;
- Program delivery changes;
- Occupational Health and Safety issues that have a provincial focus;
- Workload management strategies.

Recommendations of the Committee are intended for the consideration of the ADM, Delivery Services, whose decision on any action to be taken is final.

The Committee will meet quarterly or as necessary. Employees sitting on the Committee will receive regular pay (no premium payments, including overtime). Travel time will be compensated at straight time rates. Travel and subsistence costs will be paid by the Employer.

Where matters of mutual interest affect Employees from other subsidiary agreements, this Committee will operate as the forum for discussions, with ad-hoc representation from Employees covered by those subsidiary agreements.

The Chair of Local 002 shall be an ex-officio member of the Committee and Local 002 shall be responsible for salary and expenses related to his/her attendance at committee meetings.

ORIGINAL SIGNED BY ULYSSES CURRIE

ORIGINAL SIGNED BY DAN MACLENNAN

Deputy Minister
Human Resources and Employment

President, Alberta Union of
Provincial Employees

This Letter of Understanding is printed with Subsidiary Agreement #002 for information purposes only and does not form part of the Agreement.

