



COLLECTIVE AGREEMENT

BETWEEN

CAREWEST - COLONEL BELCHER

and the

**ALBERTA UNION OF PROVINCIAL EMPLOYEES,
Local 048/016**

**(on behalf of all Employees at or out of the Colonel
Belcher when employed in Auxiliary Nursing Care)**

April 1, 2002 - June 30, 2004

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COLLECTIVE AGREEMENT made this 30th day of June, 2003.

BETWEEN

Carewest
(hereinafter referred to as the "Employer")

OF THE FIRST PART

AND

ALBERTA UNION OF PROVINCIAL EMPLOYEES, Local 048/016
(on behalf of all Employees at or out of the Colonel Belcher when employed in
Auxiliary Nursing Care)
(hereinafter referred to as the "Union")

OF THE SECOND PART

Preamble

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 Union and the Employer's exchange notice of ratification by their principles of the terms of this Collective Agreement up to and including June 30, 2004, and from year to year thereafter unless notice, in writing, is given by either Party to the other Party not less than sixty (60) calendar days nor more than one hundred and twenty (120) calendar days prior to the expiration date, 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

"Arbitration and Adjudication" takes its meaning from the section of the appropriate Act dealing with the resolution of a difference. Hereinafter, where the word "Arbitration" is used, it shall be deemed to mean "Adjudication" where applicable,

"AUPE" means The Alberta Union of Provincial Employees. In the event of a change of name of the aforementioned AUPE, the subsequent name shall be recognized.

"Basic Rate of Pay" means the incremental step in the Salary Schedule applicable to an Employee in accordance with the terms of this Collective Agreement, exclusive of all premium payments.

"Centre" means the health facility named as the "Employer" in this Collective Agreement.

"Code" means The Labour Relations Code, as amended from time to time.

"Continuous Service" means the period of employment commencing on the latest date of employment that is not interrupted by termination or dismissal.

"Employee" means 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
 - (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.

"Employer" means CAREWEST - Colonel Belcher.

"Female Gender" means and includes the masculine and similarly, the singular shall include the plural and vice-versa, as applicable.

"FTE" means full time equivalent.

"Registration" takes its meaning from the Health Disciplines Act (Alberta) and Regulations, as amended. Registration is not membership in the Union.

"**Shift**" means a daily tour of duty excluding overtime hours.

"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.

"Union Representative" means a representative from the Union authorized by the Union to act on behalf of an Employee.

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 Union 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 Union shall have exclusive authority to bargain collectively on behalf of the Employees in the unit composed of those Employees 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

Union Membership and Dues Deduction

- 4.01 **An** Employee shall be permitted to wear a lapel size pin representative of their Union during all hours of employment. The Parties agree that **an** Employee shall maintain a professional image while at the worksite pursuant to the Article 39 - Dress Code of this Collective Agreement.
- 4.02 Membership in **the** Union is voluntary.
- 4.03 Consistent with the payroll system of the Employer, the Union will advise the Employer of the monthly 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 Union 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 include newly hired Employees.
- 4.04 Where the Employer's management information system permits and where the Employer agrees, the remittance of Union dues shall be by direct deposit to the **Union's** bank account.
- 4.05 The dues structure of the Union shall **be** on a percentage basis and the Union shall give not less **than** thirty (30) **daus'** notice **of** any change in **the** rate at which dues are to be deducted. Any change in the amount **of the**

deduction shall be implemented by the Employer at the next possible pay period following expiry of the notice period.

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 Union 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 orientation, marital status, physical or mental disability nor by reason of membership or non-membership or activity in the Union nor in respect of an Employee's or Employer's exercising any right conferred under this Agreement or any law of Canada or Alberta.
- 6.02 Article 6.01 shall not apply with respect to a refusal, limitation, specification or preference based on a bona fide occupational requirement.

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; and
 - (iii) Proper lifting and prevention of back injuries
 - (iv) Workplace Hazardous Materials Information System (WHMIS).
- (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 at least every two **(2)** years or more frequently as determined by the Employer an in-service on the prevention and management of staff abuse, and other in-service education programs as deemed appropriate for the purpose of maintaining proficiency.
- (e) The Employer shall make available in each facility a combination of no fewer than five (5) current nursing journals and Health and Safety Journals, among others.

ARTICLE 8

Probationary Period

8.01

- (a) An Employee shall serve a single probationary period of five hundred and three and three-quarter (503 3/4) hours worked exclusive of overtime hours worked for each period of continuous employment not interrupted by termination or dismissal. **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. During the probationary period, the Employee may be terminated for any reason, without notice.

(b) The Employee shall not have recourse to the grievance procedure set out in this Collective Agreement or the Employment Standards 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 Union 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 Employee's continuous service commenced including all periods of continuous service as a Casual, Temporary or Regular Employee.

(b) 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).

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;

(d) the selection of available rotations by Employees on a unit affected by a new master rotation that does not change an Employee's full time equivalency (FTE).

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.

- 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 - Bulletin Board Space, a seniority list containing the name and seniority date of each Regular 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 Union following posting. The Union 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 Employees of the Centre. Recognizing the distinction between performance appraisal and discipline, the purpose of the performance appraisal is to constructively review the Employee's performance during the review period.
- 10.02 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 in the Human Resource Office once each year or when the Employee has filed a grievance. An Employee may be accompanied by a Union 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.
 - (c) In the case **of** a grievance, the fee prescribed shall be waived where the Employee requests a copy of material related to the grievance.

- 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.
- 10.05 The Employer's representative who conducts the performance appraisal shall be in a position outside the Bargaining Unit.

ARTICLE 11

Appointments Transfers and Promotions

- 11.01 The Employer shall post within, the Centre(s) notices of vacant positions within the Bargaining Unit not less than seven (7) calendar days in advance of making an appointment. The posting shall contain the following information:
- (a) qualifications required; and
 - (b) employment status.
- For information purpose only, a notice of vacancy shall specify the number of hours per shift, shifts per cycle and the current shift pattern for that position.
- 11.02 Applications for vacancies, transfers or promotions, shall be made in writing to such Officer of the Centre 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 - Appointments, Transfers and Promotions, the appointment shall be made on a casual basis **only**.
- 11.04
- (a) 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, acceptable performance and other relevant attributes and where these factors are considered by the Employer to be equal and satisfactory, seniority shall be the deciding factor.
 - (b) Regular Employees in the bargaining unit shall be given preference over other applicants.
- 11.05 The Employer shall, within seven (7) calendar days of making an appointment to fill the transfer, promotion or vacancy, post the name of the successful candidate with the posting number on the bulletin board provided for that purpose. The notice shall remain posted for seven (7) calendar days. The Employer shall provide the Employee with a letter confirming, in writing, the transfer, promotion or selection into the vacancy.
- 11.06
- (a) 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. During the trial period, the Employee may either:

- (i) return to the Employee's former position, at the Employee's request; or
- (ii) be returned to the Employee's former position.

In circumstances where reinstatement is not possible, the Employer shall assign the Employee to a similar position consistent with her abilities and/or qualifications, which position may not be the specific position or in the specific area occupied prior to the transfer. The rate of pay for such position will be at a rate of pay equivalent to that of her former position.

- (b) An Employee who is transferred before completing her initial probationary period shall complete the initial probationary period as well as the trial period in Article 11.06(a) above:
- (c) In the event that an Employee returns to her former position pursuant to Article 11.06(a), the Employer shall have one (1) opportunity to fill the resultant vacancy by selecting from the applicants on the original posting. Should the Employer exercise this right the posting provisions of this Article will be deemed to be satisfied.

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.

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:

- (a) seven and three-quarter (7³/₄) consecutive hours per day;
- (b) thirty-eight and three-quarter (38³/₄) 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 (2) rest periods of fifteen (15) minutes during each full working shift of seven and three-quarter (7³/₄) hours, or
 - (ii) one rest period of thirty (30) minutes during each full working shift of seven and three-quarter (7³/₄) 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 (1) rest period of fifteen (15) minutes during each half shift of 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 two times (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 two times (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 two times (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 Union.

The Employer shall allow a representative of the Union 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 (2) optional scheduling systems available which may be applied upon mutual agreement, in writing, between the Employer and the Union. Where an option is applied, the relevant provisions of Article 12.05(a) above shall be amended as follows:

Option 1

- (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 two times (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 (1st) 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 two times (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 two times (2X) her Basic Rate of Pay for all hours worked during the first (1st) 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 (1) 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:

- (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 13.03.

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 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.

13.02 The overtime rate of two times (2X) the applicable basic rate of pay shall be paid for overtime worked.

13.03 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.

ARTICLE 14

Salaries

- 14.01**
- (a) The Basic Rates of Pay as set out in the Salary Schedule shall be applicable to all Employees covered by this Collective Agreement.
 - (b) Centres utilizing the monthly payroll system shall calculate the monthly rate using the following formula:

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

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 (1) year of service; or
- (b) in the case of a Part-time Employee, two thousand two hundred and twenty-two point seven five (2,022.75) 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 Union 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 Union. 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 19.01) shall be paid at the applicable rate of pay for attendance at such meetings.
- 14.09 For the purpose of establishing the Basic Rate of Pay on hire, the Employer shall recognize previous experience satisfactory to the Employer provided that not more than two (2) years have elapsed since such experience was obtained by 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 (Alberta) and Regulations as amended, 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 (Alberta) and Regulations as amended, 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

No 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

Effective date of ratification:

- 16.01 A shift differential of one dollar and seventy-five (\$1.75) 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 one (1) hour is 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.
- 16.03 Where applicable, an Employee shall be eligible to receive both Shift Differential and Weekend Premium.

ARTICLE 17

Weekend Premium

Effective date of ratification:

- 17.01 A weekend premium of one dollar and seventy-five (~~\$1.75~~) 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 one (1) hour is 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.

17.03 Where applicable, an Employee shall be eligible to receive both Shift Differential and Weekend Premium.

ARTICLE 18

Temporary Assignments

18.01 When an Employee is assigned by their immediate supervisor to replace another Employee in a higher paid classification within this Collective Agreement for two (2) consecutive hours 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

Employee-Management Advisory Committee

19.01 An Employee-Management Advisory Committee shall be established. The desired functions of the EMAC are to examine and make recommendations regarding the concerns of Employees relative to resident care and other matters related to employment, not covered within the Collective Agreement.

19.02 The Local Chapter Representative of the AUPE 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.

19.03 There will be no loss of pay for attendance at these committee meetings.

ARTICLE 20

Resignation and Termination

20.01 An Employee shall give the Employer at least fourteen (14) calendar days notice of termination of employment.

20.02 Vacation Pay on Termination

- (a) If employment is terminated by an Employee without giving proper notice, Pursuant to Article 20.01 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 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 within vacation per annum, of the Employee's regular earnings from the first (1st) day of _____ in each calendar year to the date of termination.
- (c) When an Employee is discharged for cause, the Employee shall receive vacation pay in lieu of the unused period of vacation entitlement.

ARTICLE 21

Transportation

21.01 Regular Employees who normally travel from the Centre 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 Centre to their place of residence.

21.02 A Regular Employee who is called back to the Centre 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 thirty cents (\$0.30) per kilometer from the Employee's residence to the Centre 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 Centre is located.

(b) In addition to the foregoing named holidays, Full-time Employees who are in the employe of the Employer on April 1st, shall be granted an additional holiday as a Floater Holiday until an additional Named Holiday is proclaimed, at which time the Floater Holiday will be replaced by the new Named Holiday and will be subject to the provisions of Article 22.01(a). The Floater Holiday will be scheduled at a time mutually agreed upon between the Employer and the Employee. If the holiday is not taken by the last day of December in any given year, the Employee shall receive payment for such day at their Basic Rate of Pay.

(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:

- (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 regular 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

Vacation

23.01 Definition

For the purpose of this Article:

- (a) "Vacation" means 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) Regular Full-time Employees will commence earning vacation entitlement upon the date of commencement of employment.

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 (1st) 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;
 - (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.

(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 Employees shall, after (1) year of service, accrue 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;
- (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;
- (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

(a) 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. A vacation period may be divided by mutual agreement between the Employee and the Employer.

(b) Seniority within each classification shall be the determining factor when there is a dispute regarding preference for the time that vacation is to be taken.

- (c) A request to utilize vacation shall be made in writing to the Employer. 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.
- (d) Once vacations are authorized by the Employer they shall not be changed except in cases of emergency or by mutual agreement between the Employer and the Employee.

23.05

An Employee required by the Employer to return to work during her vacation will receive two times (2X) her Basic Rate of Pay for hours worked. In addition to receiving the premium pay, the time so worked will be rescheduled as vacation leave with pay.

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;
- (b) Alberta Health Care Insurance Plan;
- (c) A benefits plan inclusive of
 - (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, including services which are mainly diagnostic and preventative in nature which plan provides for the reimbursement of eighty percent (80%) reimbursement of eligible dental expenses in accordance with the current Alberta Dental Association Fee Guide.

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) EI SUB Plan

At the Employer's option, an "EI 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.

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 Employer will provide one copy of each of the plans to the Union.

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 a 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:
- (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 with an Employer who 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;
- (b) 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 Union agrees to waive the posting provisions of the Collective Agreement;
- (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 Articles **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 receipt 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 assigns her WCB benefits to the Employer, only to the extent that is required for the Employer to recover the money that was paid out for sick leave, once the WCB claim is approved. The Employer will then reinstate the Employee's sick leave credits to the appropriate level. After the money for sick leave benefits has been recovered from the assigned WCB benefits, the Employee shall receive her benefits directly from the Workers' Compensation Board.
- 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 and prepaid Health Benefits;
 - (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 and is no longer receiving a benefit from the Workers' Compensation Board, 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 38.

26.05

At the expiration of twenty-four (24) months from the first (1st) 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:

- (a) this Agreement;
- (b) any applicable law of Canada;
- (c) any applicable law of 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, EI **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 Centre; 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 (1) month may, at the discretion of the Employer, be required to use up accumulated vacation entitlement prior to returning to duty.
- (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 25.12 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

Union Representative

- (a) When it is necessary for a Union member to make a request for a leave of absence without pay to perform the duties of any office of the **Union**, 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 Union at Conventions, Workshops, Institutes, Seminars, Schools or to attend meetings as a member of the Union's Provincial Executive Board.
- (c) One (1) Employee who is elected for a Full-time position with the Union 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 Centre's share, during the period of such leave of absence.

27.03

Negotiations

Representatives of the Union shall be granted time off without pay, or loss of seniority in order to participate in negotiations with the Employer.

27.04

(a) Maternity Leave

- (i) **An** Employee who has completed six (6) months continuous employment shall, upon her written request, providing **at** least twenty-eight (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, EI **SUB** Plan benefits, STD or LTD. Maternity leave shall not exceed twelve (12) 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.

(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.

- (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 twelve (12) months as necessary for the purpose of adopting a child.

- (b) Where the Employee is unable to comply with Article 27.05(a) the Employee may commence adoption leave upon one (1) 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 Article 27.05(c)(ii) an Employee granted adoption leave shall provide the Employer with 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 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.

27.06

Court Appearance

- (a) **An Employee** required by law to appear in court as a member of a jury or as a witness in matters arising out of her employment with the Employer, shall be paid the difference between the pay received for such court service and the pay the Employee would have normally received if she had been working, based on the Basic Rate of Pay. The Employee will report to work during those hours that she is not required to attend court. For the purpose of the Employee reporting to work, travel time shall be considered as time required to attend **court**.
- (b) Where an Employee is required by law to appear before a court of law for reasons other than those stated in (a) above, she shall be granted a leave of absence without pay.

27.07

Bereavement Leave

- (a) Upon request, an Employee shall be granted reasonable leave of absence 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, grandchild, guardian or fiancée). 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. For the first three (3) calendar days of such leave of absence, the Employee shall suffer no loss of regular earnings. The Employer may extend bereavement leave by up to two (2) additional days if travel in excess of three hundred and twenty-two (322) kilometers from the Employee's residence is necessary. 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.
- (c) **An** Employee shall not be required to take previously unscheduled vacation leave in lieu of bereavement leave when **she** is entitled to that bereavement leave.

27.08 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.

27.09 Family Leave

If an Employee is unable to report to work as the result of illness in the immediate family requiring the Employee's personal attention, she shall inform the Employer of such with as much advance notice **as** possible and she shall use either a vacation day, a day in lieu **of** a Named Holiday, banked overtime or an unpaid leave of absence for the **hours** not worked. Such absence from work shall not exceed three (3) working days per year. The Employee may be required to submit satisfactory proof **of** illness.

ARTICLE 28

Pension Plan

- 28.01** (a) The Employer shall contribute to the Local Authorities Pension Plan 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 - 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 ($7\frac{3}{4}$) consecutive hours in any day and shall be less than thirty-eight and three-quarter ($38\frac{3}{4}$) 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.

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 ($7\frac{3}{4}$) hours; or
- (b) one (1) rest period of thirty (30) minutes during each full working shift of seven and three-quarter ($7\frac{3}{4}$) 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 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 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 two times (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 two times (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 two times (2X) her Basic Rate of Pay.

29.04 Subject to Article 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 Union. The Employer shall allow a representative of the Union 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 (15 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 Union. 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 (**5**) 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 two times (**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 (1st) 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, 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 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 of Pay 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 ($7\frac{3}{4}$) 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 two times (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 two times (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 overtime 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) 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

- 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 as to be given either Christmas Day or New Year's Day off.

Vacation

29.18 Definition

- (a) "Vacation" means vacation with pay.
- (b) "Vacation Year" means the twelve (12) month period commencing on the first (1st) day of _____ in each calendar year and concluding on the last day of _____ of the following year.
- (c) Regular Full-time Employees will commence earning vacation entitlement upon the date of commencement of employment

29.19 (a) Vacation Entitlement

Regular Part-time Employees 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) 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. A vacation period may be divided by mutual agreement between the Employee and the Employer.
- (ii) Seniority within each classification shall be the determining factor when there is a dispute regarding preference for the time that vacation is to be taken.
- (iii) A request to utilize vacation shall be made in writing to the Employer. 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.
- (iv) Once vacations are authorized by the Employer they shall not be changed except in cases of emergency or by mutual agreement between the Employer and the Employee.
- (v) **An** Employee required by the Employer to return to **work** during her vacation will receive two times (2X) her Basic Rate of Pay for hours worked. In addition to receiving the premium pay, the time so worked will be rescheduled as vacation leave with pay.

(c) Vacation Earning Portability

Where a voluntarily terminated Part-time Employee commences employment within six (6) months of date of termination of employment with the same Employer or another Employer signatory to an agreement containing this provision, such Employee shall after one (1) year of service, accrue 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.

29.20

Vacation Pay

Vacation pay to be paid to a Regular Part-time Employee, at least one (1) day and not more than two (2) 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

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

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

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 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

- (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 Income Insurance Plan or the Long Term **Disability** Income Insurance Plan, and
- (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.

- 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 appointments.
- 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 **29.24**. 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 **29.24**. 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 **29.24** 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 with **an** Employer who 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 **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 step in the pay scale and other benefits that accrued to her prior to her disability;
 - (b) 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 Union agrees to waive the posting provisions of the Collective Agreement;
 - (c) at the expiration of twenty-four (24) months from the last day of paid sick leave, **an** Employee:
 - (i) is not capable of resuming work pursuant to section (i), or
 - (ii) 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 (7³/₄) hours in a day or ~~thirty~~ eight and three-quarter (38³/₄) 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 29.14.

ARTICLE 30

Temporary Employees

- 30.01 A Temporary Employee shall be covered by the terms of this Collective Agreement with the exception of:
- (a) Article 8 - Probationary Period;
 - (b) Article 9 - Seniority;
 - (c) Article 10 - Performance Appraisals
 - (d) Article 24 - Employee Benefits Plan - prior to the completion of six (6) months of continuous service;
 - (e) ~~Article 32 - Layoff and Recall~~
 - (f) Article 33 - Discipline and Dismissal
- which are superseded and replaced with the following.
- 30.02 (a) A Temporary Employee shall not have the right the right to greive the termination of her employment.

- (b) The Employer shall provide at least seven (7) calendar days written notice of termination of her term employment.
- (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 (7³/₄) 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 (7³/₄) hours; or
 - (ii) one (1) rest period of thirty (30) minutes during each full working shift of seven and three-quarter (7³/₄) 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 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 two times (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 two times (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 two times (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 (1st) 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 When a Casual 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.

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 (7³/₄) 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 two times (2X) the applicable Basic Rate of Pay shall be paid for overtime hours.

Salaries

- 31.07
- (a) The Basic Rate of Pay for Casual Employees shall be as outlined in the Salary 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 the completion of two thousand and twenty-two point seven five (**2,022.75**) hours worked with the Employer.
 - (c) For the purpose of establishing the Basic Rate of Pay on hire, the Employer shall recognize previous experience satisfactory to the Employer provided that not more than two (2) years have elapsed since such experience was obtained by 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.

Shift Differential

- 31.08
- Effective date of ratification:
- A shift differential of one dollar and seventy-five cents (\$1.75) 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 one (1) hour is 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. Where applicable, ~~an~~ Employee shall be eligible to receive both Shift Differential and Weekend Premium.

Weekend Premium

31.09 Effective date of ratification:

A weekend premium of one dollar and seventy-five cents (\$1.75) 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 one (1) hour is 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. Where applicable, ~~an~~ Employee shall be eligible to receive both ~~Shift~~ Differential and Weekend Premium.

Transportation

- 31.10
- (a) Casual Employees who normally travel from the facility 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 facility 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

- 31.11
- (a) A Casual 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 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.

31.12 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.

31.13 Dues Deduction

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

31.14 Grievance Procedure

Casual Employees shall be covered by the Grievance and Arbitration procedure provision of this Collective Agreement. However, a Casual Employee who does not make herself available for work for a period of three (3) months or more and, has not provided reasons in advance which are acceptable to the Employer, shall not have the right to grieve the termination of her employment.

31.15 Appointments and Transfers

- (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) The Employer shall post the name of the successful candidate in accordance with Article 11.05.

31.16 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 31.07.

31.17 Temporary Assignments

When a Casual Employee is assigned by their immediate Supervisor to replace another Employee in a higher paid classification within this Collective Agreement for two (2) consecutive hours 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.

31.18 Probationary Period

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

31.19 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 Centre; 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.

32.02 Definitions

For the purposes of this Article, a layoff shall mean:

- (a) the displacement of a Regular Employee within the Bargaining Unit due to the reduction of the workforce; or
- (b) the reduction in the regular hours of work of a Regular Full-time Employee within the Bargaining Unit; or
- (c) the reduction in the regular hours of a Regular Part-time Employee within the Bargaining Unit by greater than point one (0.1) FTE, which does not result in a change in the Employee's benefit eligibility.

32.03

Meeting: Prior to Layoff

The Parties recognize the value of meeting prior to a layoff process occurring. The purpose of this meeting is to review the layoff process, review the current seniority list and discuss other relevant factors the Parties agree upon. The Parties will also discuss the impact on Employees on approved Leave of Absence, WCB, STD or LTD insurance benefits.

32.04

Notice of Layoff

- (a) When, in the opinion of the Employer, it becomes necessary to layoff a regular Employee within the bargaining unit, the Employer will notify the affected Employee a minimum of 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.
- (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 of pay in lieu thereof based on regularly scheduled hours worked during this period shall be paid to affected Employees.

32.05

Layoff Process

- (a) An Employee who has been issued a layoff notice in accordance with Sub-clause 32.04(a) shall be provided a list of all positions within the Bargaining Unit in the same classification as their current position. The Employee shall have forty-eight (48) hours, or such shorter period as may be mutually agreed upon between the Employer and the Employee, to provide the Employer with their preference to either:
 - (i) select a vacant position within the Bargaining Unit in the same classification and with the equivalent or lesser FTE as her current position; or
 - (ii) displace a less senior Employee within the Bargaining Unit in the same classification and with the equivalent or lesser FTE as her current position.
 - (iii) Where there are no positions available in accordance with (i) or (ii) above, the Employee may indicate a preference to displace a less senior Employee within the Bargaining Unit in a lower paid classification with equivalent or lesser FTE as her current position, provided she has more seniority than the Employee she has selected to displace and she has the requisite skill, training, and knowledge to perform the work.
 - (iv) Where there are no positions available in accordance with the above, the Employee shall be laid off in accordance with

Clause 32.04 and shall have the right to recall as outlined in Clause 32.08.

(b) Placement

The Employer shall review the Employee's preferences and place her in a position within the same classification and where operational requirements permit, in an equivalent or lesser FTE as her current position provided she has the requisite skill, training and knowledge to perform the work.

(c) Employees who:

- (i) refuse an offer by the Employer of alternate work; or
- (ii) lack the required competency and seniority to displace another incumbent within her particular classification;

shall be provided with not less than fourteen (14) calendar days notice specifying the date on which she will be laid off.

32.06 Employee Benefit Coverage During Layoff

Employees affected by layoff 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 Casaul shift(s) the Employee shall remain responsible for the payment of the full premium costs.

32.07 Operation of Layoff and Recall Article

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.

32.08 Recall

- (a) All Regular and Temporary vacancies shall be posted. When there are Regular Employees on layoff, the applications of these postings will be limited to Regular Employees and Employees on layoff. The posting and selection process shall be administered in accordance with Article 11: Appointments, Transfers and Promotions.
- (b) In the event the Employer is unable to fill a regular vacancy within the Bargaining Unit in accordance with Sub-clause 32.08(a), the Employer shall recall the most senior Employee within the same classification and status of the vacancy provided she possesses the requisite skill, training, knowledge and ability to perform the work. The method of recall shall be by telephone, and if contact with the

Employee is not accomplished, by letter delivered by courier to the Employee's last known place of residence. When dispatched by courier, the letter shall be deemed delivered on the date of dispatch. 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 date of dispatch.

- (c) No new Regular or Temporary Employees will be hired in classifications where there are other Employees in that classification, who possess the requisite skills, training, knowledge and ability for the available job, who are on layoff.

32.09 Other than for the continuation of the seniority held at the time of layoff, discipline, grievance and arbitration rights and benefits arising under this Article and the Appointments, Promotions, and Transfers Article, an Employee's rights while on layoff shall be limited to the right of recall. Employment shall be deemed terminated when an Employee does not return from layoff when notified to do so, or on the expiry of twelve (12) months from the date of layoff, whichever first occurs.

32.10 Casual Shifts

- (a) Employees who have been replaced in regular hours of work through the application of Article 32, and Employees on 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 resident 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 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 layoff who refuse casual shifts may do so without adversely impacting their recall rights.
- (d) This obligation to offer casual shifts according to Article 32.10 shall expire on twelve (12) months from either 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 layoff, 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 considered serious enough to be entered on the Employee's record but not serious enough to warrant suspension or dismissal shall result in a written warning to the Employee and a copy to the Union within fifteen (15) days of the date the Employer first became aware of the occurrence of the act. A written warning that is grieved and determined to be unjustified shall be removed from the Employee's record.
- 33.03
- (a) Following a preliminary investigation of an incident, and where the Employer has a significant reason to believe that an Employee(s) may be responsible, and that their actions may lead to discipline, the Employee may be accompanied by a Union Representative in subsequent meetings.
 - (b) The Employee shall be informed by the Employer that they are being investigated with respect to an incident that may result in discipline and that they have the right to have a Union Representative present if they so choose.
 - (c) The Employee shall sign any written notice of discipline for the sole purpose of indicating that she is aware of the disciplinary notice.
 - (d) Where circumstances permit, an Employee may be accompanied by a Representative of the Union during disciplinary discussion.
- 33.04 In the event an Employee is suspended or dismissed, the Employer shall provide written reasons for the suspension or dismissal to the Employee and the Union forthwith and in any event not later than five (5) days of the action being taken. The action or suspension or dismissal shall be within fifteen (15) days of the date the Employer first became aware of, or reasonably should have become aware of the occurrence of the act giving rise to the suspension or dismissal. When action involves a suspension, the notice shall specify the time period of the suspension.
- 33.05
- (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.

33.06 **An** Employee absent for three (3) consecutive working days without good and proper reason and without notifying the Employer shall be considered to have terminated her or his services with the Employer.

33.07 In the event that an Employee is reported to her or his licensing body by the Employer, the Employee shall be so advised.

33.08 Where circumstances permit, an Employee who is scheduled to attend a disciplinary discussion with the Employer will be given reasonable time to contact a Union Representative. At such discussion, an Employee may be accompanied by a Representative of the Union.

33.09 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 Union 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 Union 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 Union and may include representatives of other employee groups. This Committee shall meet at least bi-monthly from September through June. Should there be an issue requiring immediate attention of the Committee, ~~the Chairperson or Vice-Chairperson shall call a~~ special meeting of this Committee. **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 forty-five (45) days from the date the recommendation is made the Union Representative may direct that the item be referred to the Senior Administrator of the Employer forthwith. A written reply will be given within fourteen (14) days of the presentation by the Committee.
- 35.04 Where the Employer requires the Employee to receive specific immunization and titre, as a result of or related to the Employee's work, it shall be provided at no cost.
- 35.05 The Employer shall have in place a harassment policy which may be reviewed annually by the Health and Safety Committee.

ARTICLE 36

Copies of 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 Employer and the Alberta Union of Provincial Employees. Cost shall be shared equally between the Employer and AUPE.
- 36.04 The final version of the Collective Agreement shall be maintained in electronic form and both the Employer and the Union shall be provided with a copy of the final version of the Collective Agreement on **disk**.

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 Union President and the President shall render a written reply within ten (10) days of receipt. Upon receipt of response or failure to reply, the Employer may advance the grievance to Arbitration.

Notwithstanding Article 37.01(a), (b) and (c) and Article 37.05 the Parties may mutually agree to advance the grievance to a subsequent step in the grievance process. In the event any Management Officers as named in the grievance steps are one and the same, the subsequent steps will be deemed to have been complied with.

37.02

Authorized Representatives

- (a) An Employee may be assisted and represented by a Union Representative when presenting a grievance.
- (b) The Employer agrees that the Union Representative 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 Union 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.
- (c) The Employer will provide the Union within three (3) months of the signing of this Agreement, a written list of the titles of Authorized Representatives who would respond to grievances. The Employer will also provide the name and address of a contact

person for the purpose of receiving grievances and distributing grievances to the appropriate respondent.

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 Union 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 (Immediate Supervisor)

An Employee who has a grievance shall first discuss the matter with her immediate Supervisor and attempt to resolve the grievance at this stage. The immediate Supervisor shall advise the Employee of their decision within ten (10) days of the date the matter was first discussed. 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 (Site Leader, or Designate)

If:

- (i) **an** individual grievance, within ten (10) days of the decision of the immediate Supervisor at 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 Site Leader or designated representative who shall reply in writing within ten (10) days of receiving the grievance. At the request of either Party, a grievance hearing shall be held prior to providing a written reply. If the grievance is not settled at this stage, it may be advanced to Step 3.

(c) Step 3 (Chief Executive Officer, or Designate)

Within ten (10) days of the reply from the Site Leader or designated representative, the Employee shall submit the grievance in writing to the Chief Executive Officer or the designated representative. The Chief Executive Officer or his representative shall hold a hearing within ten (10) days of receipt of the grievance. The Employee shall be entitled to have a Union Representative present during the meeting. The Chief Executive Officer or his representative shall render a written decision within ten (10) days of the date of the hearing. If the grievance is not settled at this stage, the Union 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 ten (10) days after receipt of notification provided for in Article 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 ten (10) 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 Mediation Services to appoint an Arbitrator pursuant to the provisions of the 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.

37.07

Optional Mediation

The Parties may mutually agree to non-binding mediation:

- (a) At any step in the grievance procedure outlined in Article 37.05, either Party may request that a Mediator be appointed to meet with the Parties, investigate and define the issues in dispute and facilitate a resolution.
- (b) The Mediator shall be appointed by mutual agreement between the Parties.
- (c) The purpose of the Mediator's involvement in the grievance process is to assist the Parties in reaching a resolution of the dispute, and anything said, proposed, generated or prepared for the purpose of trying to achieve a settlement is to be considered privileged and will not be used for any other purpose.
- (d) The expenses of the Mediator shall be equally borne by both Parties.
- (e) The grievance may be resolved by mutual agreement between the Parties.

ARTICLE 38

Extended Work Day

- 38.01 (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.
- (b) Nursing units may be deleted from the list referred to in Article 38.01(a) by either party providing the other Party with twelve (12) weeks' notice in writing of such intent.

38.02 The Employer and the Union 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.

38.03 Hours of Work

- (a) 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."

- (b) 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."

(c) 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."

(d) 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."

(e) 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."

(f) 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."

(g) 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) hours in a day or thirty-eight point seven nine (38.79) hours 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 13.03."

38.04

Overtime

(a) Amend Article 13.01(a) to read:

"13.01(a) 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 38.03(a) 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."

38.05

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 regular 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."

38.06

Vacation Entitlement

(a) 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 one (1) 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 for 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 the same Employer or another Employer signatory to an agreement containing this provision, such Employee shall, after one (1) year of service, accrue 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."

(b) Amend Article 20.02 to read:

"20.02 Vacation Pay on Termination

(a) If employment is terminated by **an** Employee without giving proper notice pursuant to Article 20.01, 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 at the Employee's regular rate: 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 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."

38.07

Sick Leave

- (a) 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."

- (b) 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."

- (c) 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."

38.08

Leave of Absence

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, if travel in excess of three hundred and twenty-two (322) kilometers from the Employee's residence is necessary. 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."

38.09 Shift Differential

Effective date of ratification:

"16.01 A shift differential of one dollar and seventy-five cents (\$1.75) 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. Where applicable, an Employee shall be eligible to receive both Shift Differential and Weekend Premium."

38.10 Weekend Premium

Effective date of ratification:

"17.01 A weekend premium of one dollar seventy-five cents (\$1.75) 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. Where applicable, an Employee shall be eligible to receive both Shift Differential and Weekend Premium."

38.11 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:

"29.05 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 (**4**) 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 (1st) 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 **38.04**:

(i) for those hours worked in excess of eleven and one-quarter (**11 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 **38.11**.

(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 **38.04**."

(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."

38.12 Casual Employees

A Casual Employee may be called or required for an extended work day shift in accordance with Article 38.03. 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 39

Dress Code

39.01 The Parties agree that the Employee shall maintain a professional image while at the worksite by adhering to the Employer's dress code and personal appearance policy.

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

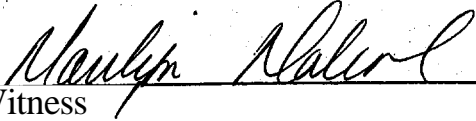
ON BEHALF OF THE UNION



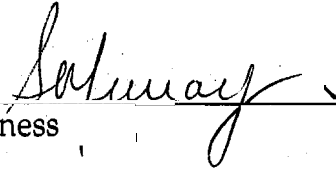
Blair Phillips, Service Leader
Human Resources



Dan MacLennan, President



Witness



Witness

DATE: 8 Dec 03

DATE: 12/DEC/03

Salary Schedule

Pay Grade 1

Nursing Attendant (without recognized PCA, PSA or GPN certification)

	Step1	Step2	Step3	Step4	Step5	Step6
July 1, 2002	11.63	11.98	12.36	12.88	13.26	13.76
July 1, 2003	11.98	12.34	12.73	13.26	13.66	14.17

Nursing Attendant (with recognized PCA, PSA or GPN certification)

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step 8
July 1, 2002	11.63	11.98	12.36	12.88	13.26	13.76	14.17	14.59
July 1, 2003	11.98	12.34	12.73	13.26	13.66	14.17	14.60	15.03

Pay Grade 2

Licensed Practical Nurse

	Step1	Step2	Step3	Step4	Step5
July 1, 2002	15.59	16.19	16.93	17.46	18.25
July 1, 2003	16.06	16.68	17.44	17.98	18.80

* Changes will be effective on the first payroll status change date following date of ratification.

LETTER OF UNDERSTANDING

BETWEEN

CAREWEST - COLONEL BELCHER

and

'ALBERTA UNION OF PROVINCIAL EMPLOYEES, LOCAL 048/016

Re: Mutual Agreement to Adjust FTEs

Whereas the Parties see the mutual value in:


- e providing Employees with confirmation of their Full-Time Equivalent (FTE);
- e defining approaches to enable the adjustment of FTEs for Employees where mutually agreed; and
- e developing larger FTEs and more full-time positions;

The Parties agree as follows:

1. At the time of hire or transfer, the Employer shall state, in writing to the Employee, the Employee's current FTE. Pursuant to this Letter of Understanding, such FTE may be amended by mutual agreement between the Employer and the Union.
 - (a) The process for requesting a change to FTEs shall be as follows:
 - (i) Employees may request to increase or decrease the Employee's FTE. The Employer shall advise the Union of such request.
 - (ii) Employers may offer to increase an Employee's FTE following consultation with the Union.
 - (iii) Seniority shall be considered in determining which Employees are eligible to have their FTEs adjusted in accordance with this Letter of Understanding.
 - (b) Where mutual agreement is reached in accordance with Point #1 above:
 - (i) regular hours of work for that classification within the bargaining unit shall not be reduced;
 - (ii) such changes shall be confirmed in writing to the Employee, and a copy shall be provided to the Union.
2. Mutual agreement to amend FTEs shall not be considered a violation of the posting provisions of Article 11, or the provisions of Article 32.

3. Where mutual agreement is not reached to amend FTEs, the strict provisions of this Collective Agreement shall apply.
4. This Letter of Understanding shall expire the day before the expiry date of this Collective Agreement. If this Letter of Understanding expires and is not renewed any changes to an Employee's FTE which have resulted from the application of this Letter of Understanding shall remain in effect subject to the terms of this Collective Agreement.

ON BEHALF OF **THE EMPLOYER**

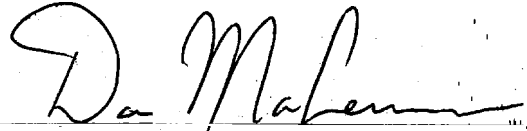


Blair Phillips, Service Leader
Human Resources

DATE:

8 Dec 03

ON BEHALF OF THE UNION



Dan MacLennan, President

DATE:

12/07/03

LETTER OF UNDERSTANDING

BETWEEN

CAREWEST - Colonel Belcher

and

ALBERTA UNION OF PROVINCIAL EMPLOYEES, Local 048/016

Re: Administration of Educational Allowance for Nursing Attendants

The Parties agree as follows:

1. This Letter of Understanding shall be applicable to an Employee who is employed as a Nursing Attendant in Paygrade 1, Nursing Attendant (with recognized PCA, PSA or GPN certification).
2. For the purpose of determining an Employee's access to an educational allowance pay step, the Employer shall recognize the following courses or certificates, as determined by the Employer, from bona fide post-secondary institutions, supported by proof submitted by the Employee:
 - (a) Personal Care Attendant (PCA);
 - (b) Personal Support Aide (PSA); or
 - (c) Graduate Practical Nursing (GPN).
3.
 - (a) An Employee who has successfully completed a recognized course or certificate, as outlined in Point 2 above, for which no increment adjustment has been previously granted, shall upon provision of proof of qualifications to the Employer, be moved one increment effective October 1, 2003.
 - (b) Regular Full-time Employees, as detailed in 3(a) above, shall have their anniversary date, for the purpose of an annual increment, changed to October 1, 2003.
 - (c) Part-time and casual Employees, as detailed in 3(a) above, who advance an increment shall be entitled to a further increment following the completion of two thousand and twentny two point seven five (2022.75) hours worked from October 1, 2003.
4. If a new Employee is hired into the classification outlined in Point 1 above, on or after the date of ratification, and the new Employee has successfully completed one or more recognized courses or certificates as outlined in Point 2 above, upon provision of proof of qualifications to the Employer, such course work shall be recognized as one (1) yearly unit of previous experience, pursuant to Article 14.09.

5. (a) An Employee who, during the term of this Collective Agreement, successfully completes one or more recognized courses or certificates as outlined in Point 2 above, shall be moved one increment. Such increment shall be paid from the date the Employee provides proof of qualifications to the Employer, or October 1, 2003, whichever is the later.
- (b) For Regular Full-time Employees, the date as determined by 5(a) above shall become the Employee's anniversary date for increment purposes.
- (c) Part-time and casual Employees shall be entitled to a further increment following completion of two thousand and twenty-two point seven five (2022.75) hours worked from the date determined by 5(a) above.
6. An Employee shall be eligible for a maximum of one increment increase in the application of this Letter of Understanding.

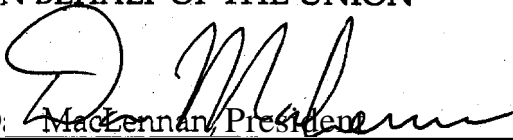
ON BEHALF OF THE EMPLOYER



Blair Phillips, Service Leader
Human Resources

DATE: 8 Dec 03

ON BEHALF OF THE UNION



D. MacLennan, President

DATE: 12/DEC/03

LETTER OF UNDERSTANDING

BETWEEN

CAREWEST - Colonel Belcher

and

ALBERTA UNION OF PROVINCIAL EMPLOYEES, LOCAL 048/016

Re: Implementation of New Nursing Attendant Salary Grids

The Parties agree as follows:

Employees in the Nursing Attendant Group as listed in the Salary Schedule on Paygrade 1 shall be placed on the appropriate new nursing attendant grid as follows:

1. Employees will be placed on the appropriate new Salary Grid either with recognized educational certification depending on the individual employee qualification as determined by the Employer.
2. Employees currently in Step 1, 6, 7, and 8 shall:
 - (a) be placed on NEW Steps 1, 6, 7 and 8 respectively on the appropriate new salary grid, effective July 1, 2002,
 - (b) receive a four percent (4%) lump sum payment for hours paid from April 1, 2002 to June 30, 2002,
 - (c) for the purpose of an annual increment,
 - (i) in the case of a Full-time Employee, the anniversary date shall remain unchanged as a result of this letter, and,
 - (ii) in the case of a Part-time or Casual Employee, hours worked at the current pay step will be credited towards advancement of their next pay step upon completion of two thousand twenty two point seven five (2022.75) regular hours worked.
3. Employees currently in Steps 2, 3, 4, and 5 shall:
 - (a) be placed on NEW Steps 3, 4, 5 and 6 respectively on the appropriate new salary grid, effective July 1, 2002.
 - (b) for the purpose of an annual increment, be eligible to advance to the next pay step when they have:
 - (i) in the case of a Full-time Employee, completed six (6) months of service at the new pay step effective from the date of ratification of the Collective Agreement.

- (ii) in the case of a Part-time or Casual Employee, worked one thousand and eleven point three seven five (1011.375) regular hours' worked at the new pay step effective from the date of ratification of the new Collective Agreement.

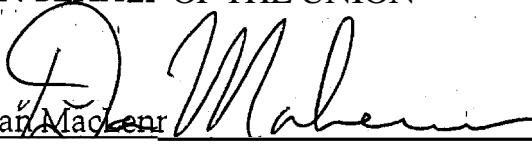
This Letter of Understanding shall expire on June 30, 2004.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE UNION



Blair Phillips, Service Leader
Human Resources



Dan Mahen
President

DATE: 8 Dec 03

DATE: 12/02/03

LETTER OF UNDERSTANDING

BETWEEN

CAREWEST - Colonel Belcher

and

ALBERTA UNION OF PROVINCIAL EMPLOYEES, LOCAL 048/016

Re: Implementation of new Licensed Practical Nurse Salary Grid

The Parties agree as follows:

Employees in the Licensed Practical Nurse Group as listed in the Salary Schedule on Paygrade 2 shall be placed on the appropriate new grid as follows:

2. Employees currently in Step 2, 3, 4, 5 and 6 shall:

- (a) be placed on NEW Steps 1, 2, 3, 4, and 5 respectively on the appropriate new salary grid, effective July 1, 2002,
- (b) receive a four percent (4%) lump sum payment for hours paid from April 1, 2002 to June 30, 2002,
- (c) for the purpose of an annual increment,
 - (i) in the case of a Full-time Employee, the anniversary date shall **remain unchanged as a result of this letter, and,**
 - (ii) in the case of a Part-time or Casual Employee, hours worked at the current pay step will be credited towards advancement of their next pay step upon completion of two thousand twenty two point seven five (2022.75) regular hours worked.


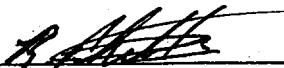
3. Employees currently in Step 1 shall:

- (a) be placed on **NEW** Step 1 on the new salary grid, effective July 1, 2002.
- (b) for the purpose of an annual increment, be eligible to advance to the next pay step when they have:
 - (i) in the case of a Full-time Employee, completed six (6) months of service at the new pay step effective from the date of ratification of the Collective Agreement.
 - (ii) in the case of a Part-time or Casual Employee, worked two thousand and twenty two point seven five (2022.75) regular hours worked at the new pay step effective from the date of ratification of the new Collective Agreement.

This Letter of Understanding shall expire on June 30, 2004.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE UNION



Blair Phillips, Service Leader
Human Resources

Dan MacLennan, President

DATE: 8 Dec 03

DATE: 12 Dec/03

LETTER OF UNDERSTANDING

BETWEEN

CAREWEST - Colonel Belcher

and


ALBERTA UNION OF PROVINCIAL EMPLOYEES, LOCAL 048/016

Re: Union Leave with Pay

The Parties agree as follows:

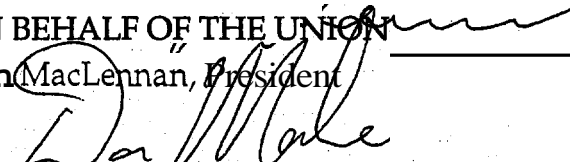
When leave to attend Union business has been approved, it is granted with pay. The Union agrees to reimburse the Employer for actual salary paid to the Employee while on leave plus an amount determined by the Employer to cover the cost of benefits.

ON BEHALF OF THE EMPLOYER



Blair Phillips, Service Leader
Human Resources

ON BEHALF OF THE UNION


Dan MacLennan, President

DATE:

8 Dec 03

DATE:

12/DEC/03

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