

COLLECTIVE AGREEMENT

BETWEEN

**COVENANT HEALTH –
BONNYVILLE HEALTH CENTRE**

AND

**THE HEALTH SCIENCES ASSOCIATION OF ALBERTA
(Covering all Employees When Employed
in a General Support Services Capacity)**

APRIL 1, 2020 TO MARCH 31, 2024

TABLE OF CONTENTS

<u>PREAMBLE</u>	1
<u>ARTICLE 1: TERM OF COLLECTIVE AGREEMENT</u>	1
<u>ARTICLE 2: DEFINITIONS</u>	2
<u>ARTICLE 3: RECOGNITION AND UNION BUSINESS</u>	4
<u>ARTICLE 4: UNION MEMBERSHIP, SECURITY AND DUES DEDUCTION</u>	5
<u>ARTICLE 5: MANAGEMENT RIGHTS</u>	7
<u>ARTICLE 6: NO DISCRIMINATION/NO HARASSMENT</u>	7
<u>ARTICLE 7: OCCUPATIONAL HEALTH AND SAFETY</u>	7
<u>ARTICLE 8: JOB CLASSIFICATION</u>	9
<u>ARTICLE 9: BULLETIN BOARDS</u>	13
<u>ARTICLE 10: GRIEVANCE PROCEDURE</u>	13
<u>ARTICLE 11: GRIEVANCE ARBITRATION</u>	17
<u>ARTICLE 12: PROBATIONARY PERIOD</u>	18
<u>ARTICLE 13: SALARIES</u>	19
<u>ARTICLE 14: HOURS OF WORK</u>	20
<u>ARTICLE 15: OVERTIME</u>	25
<u>ARTICLE 16: ON-CALL</u>	26
<u>ARTICLE 17: CALL-BACK</u>	27
<u>ARTICLE 18: PYRAMIDING</u>	29
<u>ARTICLE 19: SHIFT PREMIUM</u>	29
<u>ARTICLE 20: WEEKEND PREMIUM</u>	30
<u>ARTICLE 21: TRAVEL EXPENSES</u>	30
<u>ARTICLE 22: ANNUAL VACATION</u>	31
<u>ARTICLE 23: NAMED HOLIDAYS</u>	35
<u>ARTICLE 24: SICK LEAVE</u>	39
<u>ARTICLE 25: WORKERS' COMPENSATION</u>	42
<u>ARTICLE 26: EMPLOYEE BENEFITS</u>	43
<u>ARTICLE 27: PENSION PLAN</u>	46
<u>ARTICLE 28: LEAVES OF ABSENCE</u>	47
<u>ARTICLE 29: IN-SERVICE PROGRAMS</u>	52
<u>ARTICLE 30: BEREAVEMENT</u>	53
<u>ARTICLE 31: UNIFORMS/FOOTWEAR/LOCKERS</u>	53

<u>ARTICLE 32: APPOINTMENTS, PROMOTIONS, TRANSFERS AND VACANCIES</u>	54
<u>ARTICLE 33: DISCIPLINE, DISMISSAL AND RESIGNATION</u>	56
<u>ARTICLE 34: SENIORITY</u>	58
<u>ARTICLE 35: LAYOFF/DISPLACEMENT/RECALL PROCEDURE</u>	59
<u>ARTICLE 36: TEMPORARY ASSIGNMENT</u>	64
<u>ARTICLE 37: TEMPORARY EMPLOYEES</u>	64
<u>ARTICLE 38: CASUAL EMPLOYEES</u>	67
<u>ARTICLE 39: EVALUATIONS AND PERSONNEL FILES</u>	71
<u>ARTICLE 40: COPIES OF COLLECTIVE AGREEMENT</u>	72
<u>ARTICLE 41: CONTRACTING OUT</u>	72
<u>LETTER OF UNDERSTANDING #1</u>	73
EMPLOYEE MANAGEMENT ADVISORY COMMITTEE	73
<u>LETTER OF UNDERSTANDING #2</u>	74
SEVERANCE	74
<u>LETTER OF UNDERSTANDING #3</u>	76
EMPLOYMENT IN MULTIPLE POSITIONS.....	76
<u>LETTER OF UNDERSTANDING #4</u>	79
OFF-SCHEDULE WAGE RATES	79
<u>LETTER OF UNDERSTANDING #5</u>	80
ALTERNATE DISPUTE RESOLUTION PROCESS (ADRP).....	80
<u>LETTER OF UNDERSTANDING #6</u>	82
MUTUAL AGREEMENT TO ADJUST FTES	82
<u>LETTER OF UNDERSTANDING #7</u>	84
DIRECT DEPOSIT	84
<u>LETTER OF UNDERSTANDING #8</u>	85
ALTERNATE SCHEDULING OPTION TRIAL FOR FULL-TIME AND PART-TIME EMPLOYEES	85
<u>LETTER OF UNDERSTANDING #9</u>	87
WORKLOAD APPEAL PROCESS	87
<u>LETTER OF UNDERSTANDING #10</u>	89
EXTENDED WORKDAY - Community Peace Officers (CPO)	89
<u>LETTER OF UNDERSTANDING #11</u>	94
COMMUNITY PEACE OFFICER TRAINING.....	94
<u>LETTER OF UNDERSTANDING #12</u>	96
EMPLOYEE BENEFIT PLAN IMPROVEMENTS	96

<u>LETTER OF UNDERSTANDING #13</u>	97
NO CONTRACTING OUT	97
<u>LETTER OF UNDERSTANDING #14</u>	98
LUMP SUM PAYMENTS – RECOGNITION FOR SERVICES RENDERED DURING THE COVID-19 RESPONSE	98
<u>LETTER OF UNDERSTANDING #15</u>	99
ONE TIME LUMP SUM PAYMENT	99
<u>HSA GSS Wage Grid</u>	100

THIS COLLECTIVE AGREEMENT made this 9th day of March A.D. 2023

BETWEEN

**COVENANT HEALTH -
BONNYVILLE HEALTH CENTRE**
(hereinafter referred to as the “Employer”)

- and -

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA
(hereinafter referred to as the “Union”)

PREAMBLE

Agreeing that the primary purpose of the Employer and the Employees is to provide the community with quality health care with compassion consistent with Covenant Health’s mission, vision and values, it is the intent of the parties to:

- (a) ensure the provisions of the best possible service and care;
- (b) protect the interests of patients, Employees and the community;
- (c) maintain harmonious relations between the Employer and the Union;
- (d) recognize the mutual value of joint discussions and negotiations in all matters of mutual concern to the parties.

NOW THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

ARTICLE 1: TERM OF COLLECTIVE AGREEMENT

- 1.01 This Collective Agreement, including appendices hereto, unless altered by mutual consent of both parties hereto, shall be in force and effect from April 1, 2020, up to and including March 31, 2024, and from year to year thereafter unless amended or terminated. Notification of desire to amend or terminate may be given in writing by either party during the period between sixty (60) calendar days and one hundred and twenty (120) calendar days prior to its expiration date.
- 1.02 When either party serves notice of desire to amend the Collective Agreement under Article 1.01 above, the negotiating committees shall exchange any proposed amendments at commencement of negotiations.
- 1.03 Where notice is served by either party under the Labour Relations Code, provisions of the Collective Agreement shall continue until either:

- (a) a settlement is agreed upon and a new Collective Agreement is ratified;
or
- (b) if a settlement is not agreed upon by the parties, a new Collective Agreement is executed as provided in the Labour Relations Code; or
- (c) a strike or lockout commences.

1.04 An Employee whose employment has terminated prior to the signing of this Collective Agreement is eligible to receive retroactively any increase(s) to basic hourly salary schedules that they would have received but for the termination of employment, upon the submission of a written application to the Employer within sixty (60) calendar days of the ratification of the Collective Agreement.

ARTICLE 2: DEFINITIONS

2.01 An "Employee" shall mean any Employee of the Employer for whom the Union has been certified as bargaining agent, and whose employment is designated as:

- (a) "Regular Employee" is one who works on a full-time or part-time basis:
 - (i) "Full-Time Employee" shall mean an Employee who is scheduled to work the hours specified in Article 14 - Hours of Work.
 - (ii) "Part-Time Employee" shall mean an Employee who works scheduled shifts pursuant to Article 14.08 provided however that such hours worked in any fourteen (14) calendar day period shall be less than those established for full-time Employees.
- (b) "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 twelve (12) 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 ninety (90) calendar days;
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 ninety (90) calendar days.

When a Temporary Employee is hired for a specific job in accordance with Article 2.01(b)(i), the Employer shall advise the Union in writing of the Temporary Employee's name, classification, department and nature of the temporary assignment. The term of employment of such Temporary Employee may be extended only by mutual agreement in writing between the Employer and the Union.

- (c) "Casual Employee" is one who:
- (i) works on a call-in basis and is not regularly scheduled; or
 - (ii) is scheduled for a period of ninety (90) calendar days or less for a specific job; or
 - (iii) relieves for absences the duration of which is ninety (90) calendar days or less.

When a Casual Employee is hired for a specific job in accordance with Article 2.01(c)(ii) or (iii), the Employer shall advise the Union in writing of the Casual Employee's name, classification, department and nature of the casual assignment.

- 2.02 (a) Except as specifically stated otherwise, the provisions of this Collective Agreement shall apply to Part-Time Employees.
- (b) Temporary and Casual Employees do not have a continuing employment relationship with the Employer.
- 2.03 "Vacation" means annual vacation with pay.
- 2.04 "Continuous Service" shall mean the period of employment commencing on the latest date of employment within the bargaining unit that is not interrupted by termination or dismissal.
- 2.05 Where indicated by context or intent of this Collective Agreement, the singular shall be deemed to include the plural, and vice versa.
- 2.06 "Chair" means a local representative of the Health Sciences Association of Alberta (HSAA) referenced in the agreement strictly for the purpose of communication within the bargaining unit.
- 2.07 "Job Steward" means an Employee of Covenant Health who has been appointed by the Union to represent and advocate for fellow Employees at the worksite.
- 2.08 "Union" means the Health Sciences Association of Alberta (HSAA).

- 2.09 “Shift” means a daily tour of duty exclusive of overtime hours. The first (1st) shift of the day shall be that shift in which the majority of hours fall between midnight and zero eight hundred (0800) hours.
- 2.10 “Basic Rate of Pay” shall mean the applicable step in the pay range of the Employee’s classification as set out in the Salaries Schedule.
- 2.11 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 falls.
- 2.12 “Pyramiding” means the payment of two (2) or more premiums under different provisions of this Collective Agreement for the same hours worked.
- 2.13 “Code” means the *Labour Relations Code* as amended from time to time.
- 2.14 “Arbitration” shall take the meaning from the section of the *Code* dealing with the resolution of a difference.

ARTICLE 3: RECOGNITION AND UNION BUSINESS

- 3.01 The Employer recognizes the Union as the exclusive bargaining agent for all Employees covered by this Collective Agreement as described in the following Certificate issued by the Labour Relations Board, and any amendments thereto:
- (a) Certificate No. 55-99 (Bonnyville Health Centre).
- 3.02 No Employee shall be required or permitted to make any written or verbal agreement which may be in conflict with the terms of this Collective Agreement.
- 3.03 Except as otherwise specified elsewhere in this Collective Agreement, all correspondence between the parties arising out of this Collective Agreement or incidental thereto shall pass to and from the Site Leader or designate of the Employer and the Union with a copy to the Chair of the local unit.
- 3.04 An Employee shall not engage in Union business during their working hours without prior permission of the Employer.
- 3.05 Any duly accredited Officer employed by the Union may be permitted on the Employer’s premises for the purpose of transacting Union business provided prior permission to do so has been granted by the Employer.
- 3.06 A representative of the Union shall have the right to make a presentation of up to thirty (30) minutes during the probationary period or at the orientation of new Employees with respect to the structure of the Union, as well as the rights, responsibilities and benefits under the Collective Agreement, provided, however,

that attendance at the presentation shall not be compulsory and, further, that a representative of the Employer may be present at such presentation. Notice of an orientation session shall be provided to the Chair of the local unit.

3.07 The names of Union representatives shall be supplied in writing to the Employer before they are recognized as a representative of the Union. Representatives of the Union shall be entitled to leave work to carry out their functions as provided in this Collective Agreement, provided permission to leave work during working hours, and agreement on the length of time of such leave, shall first be obtained from the supervisor. Such permission shall not be unreasonably withheld. Representatives shall suffer no loss of pay for time spent on the Employer's premises in performing such duties.

3.08 Job Steward

- (a) The Employer agrees to recognize Employees who are appointed by the Union as Job Stewards.
- (b) The Union shall provide the names of Job Stewards in writing to the Employer before they are recognized as Job Stewards.
- (c) The Job Steward may represent Employees at formal investigations, disciplinary meetings and at the grievance hearing. It is the sole responsibility of the Union to arrange the attendance of a Steward.
- (d) The Union understands and agrees that each Job Steward is employed to perform work as required by the Employer and the Job Steward shall not leave their work during working hours without first obtaining permission from their Manager. Request for such leaves shall be made by the Job Steward to their Manager with as much advance notice as possible. Subject to operational requirements, such permission shall not be unreasonably withheld. Where such permission is granted, it shall be without loss of pay.
- (e) Job Stewards shall be granted time off with pay in order to participate in Steward training and related workshops, seminars, and schools as determined by the Union. Subject to operational requirements, such permission shall not be unreasonably withheld. 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 plus fifteen percent (15%) for administrative charges.

ARTICLE 4: UNION MEMBERSHIP, SECURITY AND DUES DEDUCTION

4.01 Membership in the Union shall be voluntary on the part of each Employee. All Employees covered by this Collective Agreement who are members of the Union at the time of the signing of this Collective Agreement, or who, in the future,

decide to become members of the Union, shall, as a condition of employment, maintain their membership in the Union during the life of this Collective Agreement.

4.02 Notwithstanding the provisions of Article 4.01:

(a) The Employer will deduct from the gross earnings of each Employee covered by this Collective Agreement an amount equal to the dues as specified by the Union, provided the deduction formula is compatible with the accounting system of the Employer. Such deductions shall be forwarded to the Union, or its authorized representative, not later than the fifteenth (15th) day of the month following and shall be accompanied by a list showing the following:

- Employee name,
- classification,
- Employee type [regular, temporary, casual (including Employees on recall)],
- full-time equivalency (FTE), and;
- home address of the Employees;

from whom deductions have been taken and the amount of the deductions. Such list shall indicate newly hired and terminated Employees, and, where the existing computer system is capable, status of Employees, the increment level and Employees reclassified, promoted or transferred outside the scope of this Collective Agreement.

(b) For the purposes of this Article, "gross earnings" shall mean all monies paid by the Employer and earned by an Employee under the terms of this Collective Agreement.

4.03 Dues will be deducted from an Employee during sick leave with pay and during a leave of absence with pay.

4.04 The Union shall give not less than thirty (30) days' notice of any change in the rate at which dues are to be deducted or notice of a special assessment deduction.

4.05 The Employer will record the amount of Union dues deducted on the T4 forms issued to an Employee for income tax purposes.

4.06 Unless otherwise agreed between the Union and the Employer, persons whose jobs are not in the bargaining unit shall not work on a job which is included in the bargaining unit, except for purposes of instruction or in an emergency, and provided that the act of performing the aforementioned work does not reduce the hours of work or pay of any Regular Employee. For the purpose of this clause,

“persons” shall mean all other Employees of the Employer who are not included in the bargaining unit.

ARTICLE 5: MANAGEMENT RIGHTS

5.01 The Employer reserves all rights not specifically restricted by the provisions of this Collective Agreement. The Employer will exercise its rights reasonably, and in accordance with the Collective Agreement.

ARTICLE 6: NO DISCRIMINATION/NO HARASSMENT

6.01 The Employer, Union and Employees are committed to supporting an abuse and harassment free work environment that promotes a culture of trust, dignity and respect.

6.02 There shall be no discrimination, restriction or coercion exercised or practiced by either party in respect of an Employee by reason of race, colour, ancestry, or place of origin, political or religious affiliation, gender, sexual orientation, gender expression, gender identity, marital status, family status, age, physical disability, mental disability, source of income, nor by reason of membership or non-membership or lawful activity in the Union, nor in respect of an Employee or Employer exercising any right conferred under this Collective Agreement or any law of Canada or Alberta.

6.03 Article 6.02 shall not apply with respect to a refusal, limitation, specification or preference based on a *bona fide* occupational requirement.

ARTICLE 7: OCCUPATIONAL HEALTH AND SAFETY

7.01 The parties to this Collective Agreement will co-operate to the fullest extent in the matter of occupational health, safety and accident prevention. The Employer agrees to provide safety equipment when required and to install devices where necessary.

7.02 An Occupational Health and Safety Committee will be established at the worksite. The Union will have the right to designate two (2) members of the bargaining unit as members of this Committee. This Committee may include representatives from other Employee groups. The number of Employer representatives on the Committee shall not exceed the number of representatives from the Union and other Employee groups.

7.03 The applicable rate of pay will be paid to such Employee for time spent in attendance at a meeting of this Committee.

7.04 The Committee shall meet at least quarterly at a mutually acceptable hour and date. Either Co-Chair may call a special meeting of this Committee to deal with

urgent matters. The Employee Co-chair shall be selected by the Employee members of the committee. Co-chairs shall alternate chairing of meetings. The terms of reference to the Committee shall be agreed upon by the Union, Employer, and other Employee groups. Members of the Committee may request the attendance of subject matter experts to assist with addressing issues before the Committee and these requests shall not be unreasonably denied.

- 7.05 The Employer will co-operate with the Committee by providing:
- (a) materials and equipment necessary to carry out its functions in accordance with its terms of reference;
 - (b) data pertaining to workplace health and safety conditions;
 - (c) access to information pertaining to accidents, incidents or occupational diseases that occur at the worksite;
 - (d) access to the worksite to conduct safety inspections that shall not be unreasonably denied.
- 7.06 The parties will provide available relevant information to all applicable parties at least five (5) days prior to any discussions or meetings to ensure meaningful discussion of safety concerns, incidents, and issues. Relevant information that is being referred to in this article may include, but is not limited to:
- Incident reports,
 - Employer policies and procedures,
 - Assessment reports (e.g. hygiene, environmental, etc.),
 - OHS Officer reports.
- 7.07 The Committee shall assist the Employer:
- (a) by identifying situations which may be unhealthy or unsafe in respect of the work site and make appropriate recommendations;
 - (b) in the development and promotion of measures to protect the safety, security and health of Employees in the work site and to check the effectiveness of such measures.
- 7.08
- (a) If an issue arises regarding occupational health or safety, the Employee shall first seek to resolve the issue through discussion with their Manager. If the issue is not resolved satisfactorily, it may then be forwarded, in writing, to the Committee.
 - (b) Should an issue not be resolved by the Committee; the issue shall be referred to the Chief Executive Officer (CEO) or designate. A resolution

meeting between the Union and the CEO or designate shall take place within twenty-eight (28) calendar days of the issue being referred to the CEO. The CEO or designate shall reply in writing to the Union within fourteen (14) calendar days.

- (c) Should the issue remain unresolved following the CEO's written response, the Union may request and shall have the right to present its recommendation(s) to the governing Board. A resolution meeting shall be held as soon as reasonably possible. The governing Board shall reply in writing to the Union within twenty-eight (28) calendar days of the presentation by the Union.

- 7.09 Where the Employer requires that the Employee receive specific immunization and titre, as a result of or related to their work, it shall be provided at no cost.
- 7.10 An Employee's rights shall be respected in accordance with the *Occupational Health and Safety Act*.
- 7.11 Employer policies, plans and procedures related to Occupational Health and Safety shall be reviewed by the Committee at the Committee's discretion.
- 7.12 The Employer shall have a workplace abuse and harassment policy. Aspects of this policy may be reviewed annually by the Committee.
- 7.13 The Employer shall implement a psychological health and safety plan consistent with the current CSA psychological health and safety standard in the workplace. The Union understands that the Employer needs a significant amount of time to develop and implement the plan. Aspects of this plan relevant to a particular workplace may be reviewed annually by the Committee.
- 7.14
 - (a) OHS education, training and instruction shall be provided to Employees, at the applicable rate of pay, to fulfill the requirements for training, instruction or education set out in the Occupational Health and Safety Act, Regulations or Code.
 - (b) The Employer shall provide training at no cost to all Employees on the Committee to assist them in performing their duties on the Committee. Such training shall be provided at the Employee's applicable rate of pay.

ARTICLE 8: JOB CLASSIFICATION

8.01 New Classifications

If the Employer creates a new classification which belongs in the bargaining unit and which is not now designated in this Collective Agreement, or if a new classification is included in the bargaining unit by the Labour Relations

Board, the following provisions shall apply:

- (a) The Employer shall establish a classification and a salary scale and give written notice of same to the Union.
- (b) If the Union does not agree with the classification and/or the salary scale, representatives of the Employer and the Union shall meet within thirty (30) calendar days of the creation of the new classification or the inclusion of a new classification in the bargaining unit.
- (c) Should the Parties, through discussion and negotiation, agree in regard to a salary scale for the new classification, the salary scale shall be retroactive to the date that the new classification was implemented.
- (d) Should the Parties, through discussion and negotiation, not be able to agree to a classification, it is understood that the Employer's decision in respect to the classification shall not be subject to the Grievance and Arbitration procedure contained in this Collective Agreement or in the *Code*.
- (e) Should the Parties not be able to agree to the salary scale, the Union may, within sixty (60) calendar days of the date the new classification was created or included in the bargaining unit, refer the salary scale to Arbitration. Should the Union not refer the matter to Arbitration within the stated time limit, the final position of the Employer, as stated in negotiations, shall be implemented.

8.02 (A) Classification Review

- (a) An Employee who has good reason to believe that they are improperly classified may apply, in writing by electronic mail, to their immediate out-of-scope Manager to have their classification reviewed. The Employer will give consideration to such application and shall notify the Employee of the results of the Classification Review within sixty (60) calendar days of receiving the request. The notification shall be in writing and include detailed rationale for the decision.
- (b) An Employee may only request one review of their position during the term of the Collective Agreement unless a substantive change to the duties or responsibilities has occurred.
- (c) Should the Employee feel that they have not received proper consideration in regard to a classification review, they may request that the matter be referred to the Internal Appeal Process.

8.03 (B) Internal Appeal Process

- (a) When an Employee wishes to have a classification decision further reviewed, the Employee, in consultation with the Union, shall submit a written request to the Classification and Compensation department, with a copy to the Employee's Manager, within thirty (30) calendar days of the date the Employee became reasonably aware of the classification decision. The written request should:
 - (i) confirm their desire for an Internal Appeal of the classification decision,
 - (ii) outline the reason the Employee believes the classification decision is not appropriate, and
 - (iii) include any additional information that the Employee believes is necessary to evaluate the request.
- (b) Upon receipt of the request for an internal review the Classification and Compensation department will conduct an internal review, which may include discussions with the Employee, the Employee's Manager and/or Director and the Union. The Classification and Compensation Department shall provide a written response to the Employee and to the Union within sixty (60) calendar days of receipt of the request for an Internal Appeal and provide detailed rationale for their decision.
- (c) Should the Union determine, based on the outcome of the Internal Appeal, that the classification review requires further consideration the matter may be referred to the External Appeal Process.

8.04 (C) External Appeal Process

- (a) When the Union determines that the decision of the Internal Appeal is not satisfactory, they may request an External Appeal within sixty (60) calendar days of the date they received the written response to the Internal Appeal. The Union's request shall be in writing and sent to Classification and Compensation Department and to the Employee.
- (b) Upon receipt of the External Appeal request, an operations Manager, an Analyst from the Classification and Compensation Department, or designate, and the Union's Classification Analyst or designate will meet within sixty (60) calendar days to review all relevant documents from the Employee and the Employer to assist in the External Appeal. The documents would normally include, though not limited to, the following:

- (i) a copy of the reclassification request, an approved job description with all corresponding rationale and documents used in support of the reclassification request; and
 - (ii) copies of all the Employer and Union responses, including all corresponding rationale and documents used in making the Internal decision of the Employer.
- (c) Once the representatives, outlined in 8.04 (b), have received all of the necessary documentation, they may take one (1) of the five (5) following approaches:
1. If necessary, request further information or documentation. This could include interviewing or asking questions of the Employee or representatives of the Employer. However, if information is received from the Employee or the Employer, it should be validated by the respective Parties.
 2. The representatives may, by consensus, concur with the decision of the Employer, and recommend that no further reconsideration occur.
 3. The representatives may, by consensus, concur with the Employee request, and make a recommendation to the Employer that they grant the reclassification request. The review would be conducted on the basis of the classification specifications and the guidelines included in the Classification Specification User Manual.
 4. The representatives may, by consensus, agree that a new classification be created if none of the existing classifications are appropriate for the position and direct the Employer to draft a new classification per Article 8.01.
 5. Should the representatives be unable to render a recommendation by consensus within the timelines specified in 8.04(b), either Party may refer the matter to Arbitration.
- (d) Where the decision of the Employer relates to an Employer-initiated down-grading in classification, the affected Employee shall be entitled to use the Grievance Procedure and Arbitration.
- 8.05 (a) Where a decision from a classification review results in an increase in pay for the affected Employee, such pay increase will be effective the date the Employee submitted the request for review in writing to the immediate out-of-scope Manager.

- (b) Where a decision from a classification review results in a decrease in pay for the affected Employee, they shall be red circled and continue to receive their previous Basic Rate of Pay until such time as the Basic Rate of Pay in the new classification meets or exceeds the Employee's red circled rate, or for a period of twenty-four (24) months, whichever is earlier, at which time they will receive the Basic Rate of Pay in accordance with the wage grid for their revised classification.

8.06 Time limits may be extended by mutual agreement, in writing, between the Union and the Employer.

8.07 Position Descriptions

- (a) Copies of position descriptions shall be on hand within the appropriate department(s) and shall be available to each Employee upon request.
- (b) Upon request, the Employer will provide the Union with a copy of a position description for any classification in the bargaining unit provided that a request for a particular position description is not made more than once in a calendar year. If it is determined that a position description does not exist, the Employer shall provide the position description within sixty (60) days of the initial request. The sixty (60) day timeline may be extended by mutual agreement.

ARTICLE 9: BULLETIN BOARDS

9.01 The Employer shall provide a bulletin board to be placed in a reasonably accessible location for the exclusive use of the Union. In addition, and where requested by the Union, space may be provided on other existing bulletin boards.

9.02 The Union may post, on such bulletin boards, notices of meetings and other notices which may be of interest to Employees.

9.03 The Employer reserves the right to require that posted material objectionable to the Employer be removed from bulletin boards.

ARTICLE 10: GRIEVANCE PROCEDURE

10.01 Definition of a Grievance

- (a) A grievance shall be defined as any difference arising out of interpretation, application, administration or alleged violation of this Collective Agreement.
- (b) An Employee shall have the right at any time to have the assistance of an

Union Representative. A Management Officer shall have the right at any time to have the assistance of Human Resources Personnel or a designate.

10.02 **Definition of Time Periods**

- (a) For the purpose of this Article, periods of time referred to in days shall be deemed to mean such periods of time calculated on consecutive calendar days exclusive of Saturdays, Sundays and Named Holidays specified in Article 23.
- (b) Time limits may be extended by mutual agreement, in writing, between the Union and the Employer.

10.03 **Resolution of a Difference between an Employee and the Employer**

(a) **Initial Discussion**

- (i) If a difference arises between one or more Employees and the Employer regarding the interpretation, application, operation or alleged contravention of this Collective Agreement, the Employee(s) shall first seek to settle the difference through discussion with their immediate Supervisor. "Immediate Supervisor" means that person from whom an Employee normally receives their work assignments. A sincere attempt shall be made by both parties through discussion to resolve the problem at this level. 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 within ten (10) days of its being discussed with the immediate Supervisor, it may then become a grievance and may be advanced to Step 1.
- (ii) The mandatory initial discussion set out in Article 10.03(a)(i) may be bypassed when the Employee has been given a letter of discipline pursuant to Article 33.
- (iii) In the event that the difference is of a general nature affecting two or more Employees, the Union may elect to file the grievance as a group grievance. A group grievance shall be commenced at Step 1.

(b) **Step 1 – Program Manager – Submission of Grievance**

If the grievance is not resolved during the Initial Discussion, the grievance shall within ten (10) days be submitted, in writing, and signed by the Employee, indicating the nature of the grievance, the clause or clauses claimed to have been violated, and the redress sought to the Program Manager or designate. The decision of the Program Manager or designate

shall be made known to the Employee and the Union within ten (10) days of receipt of the written statement of grievance.

(c) **Step 2 – Senior Leader**

Within ten (10) days of receipt of the decision of the Program Manager or designate, the grievance may be advanced to Step 2 by submitting to the Senior Leader, a copy of the original grievance with a letter indicating that the grievance has not been resolved.

Upon receipt of the grievance, a meeting which may be arranged by either party shall occur.

The Senior Leader shall render a decision, in writing, to be forwarded to the Union and the grievor within ten (10) days of the date of the meeting.

Optional Mediation

The parties may mutually agree to non-binding mediation:

- (i) After receipt of the decision from the Employer under Step 2 above, either party may request that a Mediator be appointed to meet with the parties, to investigate and define the issues in dispute and facilitate a resolution.
- (ii) The Mediator shall be appointed by mutual agreement between the parties.
- (iii) 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.
- (iv) The expenses of the Mediator shall be equally borne by both parties.
- (v) The grievance may be resolved by mutual agreement between the parties.

(d) **Step 3 - Arbitration**

Should the grievance not be resolved at Step 2, the Union may elect to submit the grievance to Arbitration. In this case, the Union shall notify the Employer, in writing, within ten (10) days of the receipt of the Step 2 decision of the Senior Leader or designate, that the Union wishes to proceed to Arbitration, and at the same time, the Union shall name its appointee to the

Arbitration Board. By mutual agreement between the parties, in writing, a single Arbitrator may be appointed.

- 10.04 Neither the Employee nor a representative of the local unit of the Union who may attend a meeting with the Employer respecting a grievance shall suffer any loss of regular earnings calculated at the Basic Rate of Pay for the time spent at such a meeting.

An Employee shall be entitled to have a Labour Relations Officer or designate of the Union present during any meeting pursuant to this grievance procedure.

- 10.05 A dismissal or suspension grievance may commence at Step 2. The grievance shall be filed within ten (10) days of the discipline.

10.06 **Resolution of a Difference between the Union and the Employer**

(a) **Initial Discussion**

In the event that a difference of a general nature arises regarding the interpretation, application, operation or alleged contravention of this Collective Agreement, the Union shall first attempt to resolve the difference through discussion with the Program Manager or designate, as appropriate. If the difference is not resolved in this manner, it may become a policy grievance and may be submitted at Step 1.

(b) **Step 1 – Submission of Grievance**

A policy grievance shall be submitted, in writing, to the Employer and shall indicate the nature of the grievance, the clause or clauses claimed to have been violated, and the redress sought. Such grievance shall be submitted to the Employer within twenty (20) days of the occurrence of the act causing the grievance or within twenty (20) days of the time that the Union could reasonably have become aware that a violation of this Collective Agreement had occurred. The decision of the Employer shall be made known to the Union, in writing, within twenty (20) days of the receipt of the written statement of the grievance.

(c) **Step 2 - Arbitration**

Should the Union elect to submit a policy grievance as defined herein for Arbitration, it shall notify the Employer, in writing, within ten (10) days of the receipt of the Step 1 decision and name its appointee to an Arbitration Board at the same time. By mutual agreement, in writing, between the parties, a single Arbitrator may be appointed.

10.07 **Default**

- (a) Should the grievor fail to comply with any time limit in this Grievance Procedure, the grievance will be considered conceded and shall be abandoned unless the parties to the difference have mutually agreed, in writing, to extend the time limit.
- (b) Should the Employer fail to respond within the time limit set out in this Grievance Procedure, the grievance shall automatically move to the next step or be advanced to Arbitration on the day following the expiry of the particular time limit unless the parties have mutually agreed, in writing, to extend the time limit.

10.08 **Disclosure**

Upon request, the Employer will disclose particulars of the concern or complaint against the Employee, unless it jeopardizes the integrity of the investigation or the process.

When circumstances allow, the Employer will provide further details in advance of the grievance hearings, or arbitration.

ARTICLE 11: GRIEVANCE ARBITRATION

11.01 Within ten (10) days following receipt of notification pursuant to Article 10.03(d) or 10.06(c) that a grievance has been referred to an Arbitration Board, the Employer shall advise the Union of its appointee to the Arbitration Board. The appointees shall, within ten (10) days, endeavour to select a mutually acceptable chair of the Arbitration Board. In the alternative, the parties may agree to the appointment of a single Arbitrator who shall act as the Arbitration Board.

If they fail to agree, Mediation Services of the Alberta Government shall be requested to appoint a Chair, or a single Arbitrator, pursuant to the *Code*.

11.02 The Arbitration Board or the single Arbitrator shall hold a hearing of the grievance to determine the difference and shall render an award in writing as soon as possible after the hearing. The decision of the majority of the Board is the award of the Arbitration Board. When there is no majority decision, the decision of the Chair shall be the decision of the Board. The award is final and binding upon the parties and upon any Employee affected by it and is enforceable pursuant to the *Code*.

11.03 The award shall be governed by the terms of this Collective Agreement and shall not alter, amend or change the terms of this Collective Agreement; however, where a Board of Arbitration or an Arbitrator, by way of an award, determines that an Employee has been discharged or otherwise disciplined by the Employer

for cause and the Collective Agreement does not contain a specific penalty for the infraction that is the subject matter of the Arbitration, the Arbitrator may substitute any penalty for the discharge or discipline that to them seems just and reasonable in all circumstances.

11.04 Each of the parties shall bear the expense of its appointee to the Arbitration Board. The fees and expenses of the Chair or single Arbitrator shall be borne equally by the parties.

11.05 **Definition of Time Periods**

(a) For the purpose of this Article, periods of time referred to in days shall be deemed to mean such periods of time calculated on consecutive calendar days exclusive of Saturdays, Sundays and Named Holidays specified in Article 23.

(b) Any of the time limits herein contained in Arbitration proceedings may be extended if mutually agreed to in writing by the parties.

ARTICLE 12: PROBATIONARY PERIOD

12.01 **Dismissal**

A newly hired Employee shall serve a probationary period. Such Employee, if determined by the Employer to be unsatisfactory, may be dismissed at any time during the probationary period without notice. Such termination may be subject to the grievance procedure at Step 2 only.

12.02 **Transfers to Another Classification**

If a probationary Employee is transferred to another classification, the Employee will be required to complete the probationary period. Employer requests to extend the probationary period shall not be unreasonably denied.

12.03 **Feedback on Progress**

An Employee will be kept advised of progress during the probationary period.

12.04 **Length of Probationary Period**

(a) The probationary period for an Employee consists of five hundred and three and three-quarters (503 3/4) hours worked or six (6) months, whichever is less exclusive of overtime, from the date the last period of continuous employment commenced.

- (b) The probationary period may be extended by up to five hundred and three and three-quarters (503 $\frac{3}{4}$) hours worked or less by mutual agreement in writing between the Employer and the Union. Prior to the extension of a probationary period, the Employer shall complete a performance appraisal, outlining areas where the Employee must demonstrate improved performance.

ARTICLE 13: SALARIES

13.01 Salary Schedule/Paydays

- (a) The Basic Rates of Pay for each classification shall be expressed in hourly terms in the Salaries Schedule which forms a part of this Collective Agreement and shall be effective from and after the dates specified.
- (b) Paydays will be established by the Employer, but in no event will Employees be paid less frequently than twice monthly.

13.02 Pay Steps

Employees shall advance from Pay Step 1 to Pay Step 2 as set out in the Salaries Appendix upon completion of two thousand and twenty-two and three-quarters (2,022 $\frac{3}{4}$) hours paid at the Basic Rate of Pay and on a Named Holiday to a maximum of seven and three-quarters (7 $\frac{3}{4}$) hours within the classification, and then shall receive further Pay Step advancements, if applicable, based upon the completion of one thousand eight hundred and thirteen and one-half (1813 $\frac{1}{2}$) hours worked at each subsequent Pay Step in the pay range.

13.03 Recognition of Previous Experience

Salary recognition shall be granted for a new Employee for work experience satisfactory to the Employer, provided not more than two (2) years have elapsed since such experience was obtained. Starting salary may be adjusted one (1) salary increment for each full year of experience (i.e. 2022 $\frac{3}{4}$ hours), up to the top increment of the pay range.

13.04 Achieving a Different Position

- (a) When an Employee achieves a position in a classification with the same end rate as the Employee's present classification, such Employee shall move to the Pay Step which has a rate which is equal to the Employee's present Basic Rate of Pay, or if there is no such Pay Step, to the Pay Step that has a Basic Rate of Pay that is next higher to their present Basic Rate of Pay.

- (b) When an Employee achieves a position in a classification with an end rate that is greater than the end rate of the Employee's present classification, and the Employee has not yet achieved "Pay Step 2" in the Employee's present pay range, the Employee shall be advanced to "Pay Step 1" in the higher pay range and will then move to "Pay Step 2" upon completion of two thousand and twenty-two and three-quarters (2,022 3/4) hours worked (inclusive of those hours worked in the Employee's former classification); however, if "Pay Step 1" of the higher pay range is less than "Pay Step 1" in the Employee's present pay range, the Employee shall be advanced to the next Pay Step that provides the Employee with an increase in the Employee's Basic Rate of Pay.
- (c) When an Employee achieves a position in a classification with an end rate that is greater than the end rate of the Employee's present classification, and the Employee has achieved "Pay Step 2" or greater in the pay range for the Employee's present classification, the Employee shall advance to "Pay Step 2" in the higher pay range; however, if "Pay Step 2" in the higher pay range has a Basic Rate of Pay that is less than the Employee's current Basic Rate of Pay, the Employee shall be advanced to the next Pay Step that provides the Employee with an increase in the Employee's Basic Rate of Pay.
- (d) When an Employee achieves a position in a classification with an end rate that is less than the Employee's present classification, the Employee shall be assigned to the Pay Step in the lower pay range that causes the least amount of reduction in the Employee's present Basic Rate of Pay.

13.05 Over or Underpayment of Wages and/or Entitlements

Should the Employer issue an Employee an over or underpayment of wages and/or entitlements, then the Employer may make the necessary monetary or entitlement adjustments and take such internal administrative action as is necessary to correct such errors. The Employer shall notify the Employee in writing that an over or underpayment has been made and discuss repayment options. By mutual agreement between the Employer and the Employee, repayment arrangements shall be made. In the event mutual agreement cannot be reached, the Employer shall recover the overpayment by deducting up to ten percent (10%) of the Employee's gross earnings per pay period.

ARTICLE 14: HOURS OF WORK

14.01 Continuous Operation

It is understood and agreed that work shall provide for a continuous operation Monday through Sunday. Also, a weekend is defined as Saturday and Sunday. For the purpose of this provision, "weekend" shall mean a consecutive Saturday

and Sunday assuring a minimum of forty-eight (48) hours off duty.

14.02 **Posting of Shift Schedules**

- (a) All shift schedules shall be posted not less than twenty-eight (28) calendar days in advance. Shift schedules posted shall cover a minimum four (4) week period. When a change is made in the Employee's scheduled work days the Employee shall be informed and the change shall be recorded on the shift schedule. Unless agreed to by the Employee, when such change is made with less than fourteen (14) calendar days' notice, the Employee shall be paid at two times (2X) the Basic Rate of Pay for all hours worked on the first (1st) shift of the changed schedule.
- (b) Unless agreed to by the Employee, if, in the course of a posted schedule, the Employer changes the Employee's scheduled shift (i.e. days to evenings, days to nights or evenings to nights) with less than forty-eight (48) hours' notice, they shall be paid at the rate of two times (2X) their Basic Rate of Pay for all hours worked on the changed shifts.
- (c) Unless agreed to by the Employee, if, in the course of a posted schedule, the Employer changes an Employee's scheduled start time and/or end time with less than forty-eight (48) hours' notice, they shall be paid at two times (2X) their Basic Rate of Pay for all hours worked outside of the originally scheduled hours.

14.03 **Daylight Saving Time**

On the date fixed by proclamation, in accordance with the *Daylight Saving Time Act*, of the 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 Saving Time, the resultant reduction of one (1) hour in the shift involved shall be effected with the appropriate deduction in regular earnings.

14.04 **Request to Report for a Later Shift**

In the event an Employee reports for work as scheduled and is requested by the Employer to report for a later shift, or not required to work, the Employee shall be compensated by payment of three (3) hours' pay at the Employee's Basic Rate of Pay.

14.05 **Required to Cease Work Prior to End of Shift**

Should an Employee report and commence work as scheduled and be required to cease work prior to completion of their scheduled shift and return to duty at a later hour, the Employee shall receive their Basic Rate of Pay for all hours worked

with an addition of two (2) hours' pay at their Basic Rate of Pay for that inconvenience.

14.06 **Meal Periods and Rest Periods**

- (a) All Employees shall be permitted one (1) rest period with pay of fifteen (15) minutes during each period of three decimal eight seven five (3.875) hours of work, the time of which shall be scheduled by the Employer. Rest periods will not be scheduled in conjunction with meal periods, starting times, quitting times, or taken together except by mutual agreement of the Employee and the Employer.
- (b) If an Employee is unable to take their paid rest period or where the Employer directs an Employee to work, or return to duty, during the Employee's rest period, the Employee shall:
 - (i) be provided with a rest period by the end of the Employee's shift; or
 - (ii) where a rest period by the end of the shift is not possible, be paid for an additional fifteen (15) minutes at two times (2X) the Employee's Basic Rate of Pay.
- (c) Every shift of five (5) hours or longer shall include an unpaid meal period of not less than thirty (30) minutes, to be scheduled by the Employer, unless mutually agreed otherwise except as provided for in Article 14.06 (d).
- (d) An Employee who is directed by the supervisor to remain on duty or is recalled to duty during their meal period shall:
 - (i) be provided with a meal period later in the Employee's shift; or
 - (ii) where a meal period later in the shift is not possible, be paid for the meal period at two times (2X) the Employee's Basic Rate of Pay.

14.07 **Full-Time Employees**

- (a) Regular hours of work, exclusive of meal periods, for Full-Time Employees, shall be:
 - (i) seven and three-quarter (7 3/4) work hours per day; and
 - (ii) seventy-seven and one-half (77 1/2) work hours in a fourteen (14) calendar day period.
- (b) Full-Time Employees who are scheduled to rotate shifts (days, evenings and nights; or days and evenings; or days and nights) shall be assigned not

less than one-third (1/3) day shifts during a shift cycle; unless otherwise mutually agreed to between the Employer and the Employee. The Employer shall consider a request by such Employee(s) to work permanent evenings and/or night shifts.

- (c) Unless otherwise mutually agreed between the Employer and the Employee, shift schedules for Full-Time Employees shall provide for:
 - (i) not more than two (2) different shift starting times between scheduled days off;
 - (ii) days off to be consecutive;
 - (iii) not more than six (6) consecutive days of work without receiving their days off;
 - (iv) at least fifteen and one-half (15 1/2) hours between scheduled shifts;
 - (v) no split shifts; and
 - (vi) days off to be scheduled in such a way as to equally distribute weekends off over a shift cycle among the Full-Time Employees who perform the work involved.

14.08 **Part-Time Employees**

- (a) Hours of work for Part-Time Employees shall be:
 - (i) a minimum of three (3) hours per shift; and
 - (ii) up to seven and three-quarter (7 3/4) hours in any one (1) day, exclusive of meal periods; and
 - (iii) scheduled to work in a manner where the ratio of work days to non-work days does not exceed 5:2 averaged over a period of not more than four (4) weeks. Such four (4) week periods shall be consecutive and non-inclusive.
- (b) Part-Time Employees who are scheduled to rotate shifts (days, evenings and nights; or days and evenings; or days and nights) shall be assigned not less than one-third (1/3) day shifts during a shift cycle; unless otherwise mutually agreed to between the Employer and the Employee. The Employer shall consider a request by such Employee(s) to work permanent evenings and/or night shifts.

- (c) Unless otherwise mutually agreed between the Employer and Employee, shift schedules for Part-Time Employees shall provide for:
 - (i) not more than two (2) different shift starting times between days off;
 - (ii) at least two (2) consecutive days off per week, averaged over one (1) work cycle of not more than fourteen (14) calendar days;
 - (iii) not more than six (6) consecutive days of work without receiving their days off;
 - (iv) at least fifteen and one-half (15 1/2) hours between scheduled shifts;
 - (v) no split shifts; and
 - (vi) excepting Part-Time Employees who are employed specifically for weekend work, days off to be scheduled in such a way as to equally distribute weekends off over a shift cycle among the Part-Time Employees who perform the work involved.

- (d) Part-Time Employees who wish to be considered for additional hours of work which:
 - (i) are made available to relieve for absences the duration of which is less than ninety (90) calendar days; or
 - (ii) are not regularly scheduled;shall advise their immediate supervisor, in writing, as to the extent of their availability.

- (e) The Basic Rate of Pay will prevail for additional hours of work assigned to a Part-Time Employee beyond the Employee's scheduled hours, provided:
 - (i) the assignment is accepted;
 - (ii) the hours worked do not exceed seven and three-quarter (7 3/4) hours per day;
 - (iii) the hours worked do not exceed seventy-seven and one-half (77 1/2) hours over a period of fourteen (14) calendar days;
 - (iv) the Part-Time Employee does not work in excess of six (6) consecutive days without days off;
 - (v) the Part-Time Employee does not work in excess of the ratio outlined

in Article 14.08(a)(iii).

When a Part-Time Employee accepts additional hours as per the preceding conditions, the Employee's schedule shall not be considered to have been changed and therefore Article 14.02 does not apply.

14.09 At the time of hire or transfer, the Employer shall state in writing the Full-Time Equivalency status for each Employee. Such Full-Time Equivalency shall not be altered except by the operation of the provisions of this Collective Agreement.

14.10 Optional Scheduling Provisions

Optional scheduling provisions may be mutually agreed to in writing between the Employer and the Union. Where such agreement is made, it shall be made in writing.

14.11 Employee Shift Trading

Employees may exchange shifts and/or days off with the approval (in writing) of the Employer provided no increase in cost is incurred by the Employer.

14.12 Failure to provide at least fifteen and one-half (15 1/2) hours rest between regularly scheduled shifts, as per 14.07(c)(iv) and 14.08(c)(iv), shall result in payment of overtime at two times (2X) the Basic Rate of Pay for any hours worked during normal rest periods unless the Employer and the Union have mutually agreed to optional scheduling provisions that provide for less than fifteen and one-half (15 1/2) hours rest between regularly scheduled shifts.

ARTICLE 15: OVERTIME

15.01 The Employer shall determine when overtime is necessary and for what period of time it is required. All authorized overtime worked in excess of and in conjunction with seven and three-quarter (7 3/4) hours per day shall be paid at the rate of two times (2X) the Basic Rate of Pay. Authorization for overtime after the fact by the Employer shall not be unreasonably denied where overtime arises as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization.

15.02 Employees shall not be required to layoff during their regular scheduled shifts to equalize any overtime worked previously.

Full-Time Employees

15.03 Overtime shall be shared as equally as possible amongst Full-Time Employees who perform the work involved.

- 15.04 Full-time Employees required to work by the Employer on their scheduled days off shall be paid two times (2X) the Basic Rate of Pay for hours worked on each such day.
- 15.05 (a) A Full-Time Employee may request time off in lieu of overtime worked, to be taken at a time mutually agreed between the Employer and Employee.
- (b) In the event mutual agreement between the Full-Time Employee and the Employer is not reached, time off in lieu of overtime may be taken at another mutually agreeable time within three (3) months of the pay period in which the overtime was worked.
- (c) Time off in lieu of overtime shall be paid out by March 31st of each year.

Part-Time Employees

- 15.06 Overtime shall be shared as equally as possible amongst Part-Time Employees who perform the work involved.
- 15.07 Where mutually agreed by the Employer and the Part-Time Employee, the Employee may receive time off in lieu of overtime. Such time off shall be equivalent to the actual time worked adjusted by the applicable overtime rate and taken at a time mutually agreed by the Employer and the Employee.
- 15.08 Part-Time Employees must work greater than seven and three-quarter (7 $\frac{3}{4}$) hours in a shift or greater than thirty-eight and three quarter (38 $\frac{3}{4}$) hours in a week averaged over a four (4) week period, before overtime is paid.

ARTICLE 16: ON-CALL

16.01 Definition

On-call duty shall mean any period during which an Employee is not working but during which the Employee is required by the Employer to be readily available to respond without undue delay to any request to report for work. Unless otherwise agreed between the Employer and the Employee on-call periods shall be scheduled at least twenty-eight (28) days in advance covering four (4) weeks excepting in cases of emergency.

16.02 On-Call Pay

For each assigned hour of authorized on-call duty, an Employee shall be paid:

- (a) on regularly scheduled days of work, the sum of three dollars and thirty cents (\$3.30) per hour; and

- (b) on scheduled days off and Named Holidays, the sum of four dollars and fifty cents (\$4.50) per hour. A Named Holiday or scheduled day off shall run from 0001 hours on the Named Holiday or scheduled day off to 2400 hours of the same day.

16.03 Pocket Pagers/Cell Phone

When an Employee is supplied a pocket pager/cell phone by the Employer for the purpose of on-call duty, there shall be no cost to the Employee for the use of the pocket pager/cell phone.

ARTICLE 17: CALL-BACK

17.01 Call-Back Pay

- (a) An Employee who is called back and required to return to work without undue delay during the on-call period shall not be paid for those hours worked during the on-call period in accordance with Article 16.02 but shall be paid for the hours worked during the on-call period in accordance with the call-back provisions of Article 17.
- (b) When a call-back forms a continuous period with the Employee's normal working hours, overtime rates shall apply only to those hours worked before the commencement of the regularly scheduled shift and the normal working hours shall not be reduced as a result of such call-back except by mutual consent.

17.02 Full-Time Employees

- (a) A Full-Time Employee who is called back and required to return to work outside of the Full-Time Employee's regular hours shall be paid for any one (1) call at either:
 - (i) the overtime rate as specified in Article 15.01; or
 - (ii) four (4) hours at the Basic Rate of Pay; whichever is greater.
- (b) A Full-Time Employee who is called back to the work site shall be reimbursed for reasonable, necessary and substantiated transportation expenses and, if the Full-Time Employee travels for such purpose by private automobile, reimbursement shall be at the Alberta Government rate per kilometre from the Full-Time Employee's residence to the work site and return, provided the return is prior to the commencement of the Employee's next shift.

17.03 **Part-Time Employees**

- (a) A Part-Time Employee who has completed a shift and is called back and required to return to work outside the Part-Time Employee's regular hours shall be paid for any one (1) call at either:
 - (i) the overtime rate as specified in Article 15.01; or
 - (ii) four (4) hours at the Basic Rate of Pay; whichever is greater.
- (b) A Part-Time Employee who has completed a shift and is called back and required to return to work shall be reimbursed for reasonable, necessary and substantiated transportation expenses and, if the Employee travels for such purpose by private automobile, reimbursement shall be at the Alberta Government rate per kilometre from the Part-Time Employee's residence to the work site and return, provided the return is prior to the commencement of the Employee's next shift. Such allowance will not be paid when reporting for additional hours of work pursuant to Article 14.

17.04 (a) In the twelve (12) hour period immediately preceding an Employee's next regularly scheduled shift an Employee:

- (i) who works more than eight (8) hours pursuant to Article 17.02 or 17.03; or
- (ii) is called-back to work more than two times (2X);

shall be entitled to eight (8) consecutive hours rest before commencing their next scheduled shift, without loss of earnings.

- (b) The Employee in the above situation will advise their Supervisor in advance of the fact that they will not be reporting for duty at their scheduled time.
- (c) Due to operational circumstances where an Employee cannot be provided eight (8) consecutive hours of rest in accordance with Article 17.04(a), they shall be paid at two times (2X) their Basic Rate of Pay for all hours worked during what would have been the eight (8) hour rest period.
- (d) This provision is waived if the Employee is granted a request for a shift exchange.

17.05 **Remote Consultation**

When an Employee is consulted by telephone or by any form of electronic means and has been:

- (a) assigned on call duty and is authorized by the Employer to handle job-related matters without returning to the workplace, or
- (b) authorized by the Employer to handle job-related matters without returning to the workplace,

the Employee shall be paid at the applicable rate for the total accumulated time spent on consultation(s) and corresponding documentation during the on-call period. If the total accumulated time is less than thirty (30) minutes, the Employee shall be compensated at the applicable rate of pay for thirty (30) minutes.

ARTICLE 18: PYRAMIDING

- 18.01 Except where expressly authorized in this Collective Agreement, there shall be no pyramiding of premiums.
- 18.02 Where two (2) or more applicable premiums may apply the Employee will be paid only one (1) such premium, that being the greatest of the applicable premiums.
- 18.03 Where applicable, an Employee shall be eligible to receive both shift differential and weekend premium.

ARTICLE 19: SHIFT PREMIUM

19.01 Shift Differential

- (a) An evening shift differential of two dollars and seventy-five cents (\$2.75) per hour shall be paid to:
 - (i) Employees working a shift wherein the majority of the hours of such shift falls within the period fifteen hundred (1500) hours to twenty-three hundred (2300) hours; or
 - (ii) Employees for each regularly scheduled hour worked between fifteen hundred (1500) hours to twenty-three hundred (2300) hours provided that greater than two (2) hours are worked between fifteen hundred (1500) hours and twenty-three hundred (2300) hours; or
 - (iii) to Employees for all overtime hours worked which fall within the period of fifteen hundred (1500) to twenty-three hundred (2300) hours.
- (b) A night shift premium of five dollars (\$5.00) per hour shall be paid to:
 - (i) Employees working a shift wherein the majority of such shift falls

within the period twenty-three hundred (2300) hours to zero seven hundred (0700) hours; or

- (ii) Employees for each regularly scheduled hour worked between twenty-three hundred (2300) hours to zero seven hundred (0700) hours provided that greater than two (2) hours are worked within twenty-three hundred (2300) hours and zero seven hundred (0700) hours; or
- (iii) to Employees for all overtime hours worked which fall within the period of twenty-three hundred (2300) to zero seven hundred (0700) hours.

19.02 Shift Differential shall not be considered part of the Basic Rate of Pay.

ARTICLE 20: WEEKEND PREMIUM

20.01 A weekend premium of three dollars and twenty-five cents (\$3.25) per hour shall be paid:

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

20.02 Weekend Premium shall not be considered part of the Basic Rate of Pay.

ARTICLE 21: TRAVEL EXPENSES

21.01 Mileage

When an Employee, at the request of the Employer, drives a motor vehicle for work related travel other than a motor vehicle supplied by the Employer, a transportation allowance of the Alberta Government rate per kilometre shall be paid.

21.02 Travel Expenses

When an Employee is required by the Employer to travel for employment purposes, they shall be reimbursed for all reasonable expenses as per the

Employer's policy.

21.03 **Business Insurance**

Employees who are required to use their personal vehicles for Employer business shall maintain business use insurance coverage as per the Employer's policy.

ARTICLE 22: ANNUAL VACATION

22.01 (a) **Vacation Entitlement for Full-Time Employees**

During each year of continuous service in the employ of the Employer, a Full-Time Employee shall earn entitlement to a vacation with pay. The rate of earning entitlement shall be as follows:

- (i) during the first (1st) and second (2nd) years of such employment a Full-Time Employee earns a vacation time of fifteen (15) working days;
- (ii) during the third (3rd) to ninth (9th) years of such employment a Full-Time Employee earns a vacation time of twenty (20) working days;
- (iii) during the tenth (10th) to nineteenth (19th) years of such employment a Full-Time Employee earns a vacation time of twenty-five (25) working days;
- (iv) during the twentieth (20th) and subsequent years of such employment a Full-Time Employee earns a vacation time of thirty (30) working days;

(b) **Supplementary Vacation for Full-Time Employees**

- (i) Upon having reached the employment anniversary of twenty-five (25) years of continuous service, Full-time Employees shall have earned a one-time additional five (5) working days' vacation with pay.
- (ii) Upon having reached the employment anniversary of thirty (30) years of continuous service, Full-Time Employees shall have earned a one-time additional five (5) working days' vacation with pay.
- (iii) Upon having reached the employment anniversary of thirty-five (35) years of continuous service, Full-Time Employees shall have earned a one-time additional five (5) working days' vacation with pay.
- (iv) Upon having reached the employment anniversary of forty (40) years

of continuous service, Full-Time Employees shall have earned a one-time additional five (5) working days' vacation with pay.

- (v) Upon having reached the employment anniversary of forty-five (45) years of continuous service, Full-Time Employees shall have earned a one-time additional five (5) working days' vacation with pay.
- (vi) Subject to Article 22.04, the supplementary vacation may be taken at the Employee's option at any time subsequent to the current supplementary vacation employment anniversary date but prior to the next supplementary vacation employment anniversary date.

22.02 **Vacation Entitlement for Part-Time Employees**

- (a) During each year of continuous service with the Employer, a Regular Part-Time Employees shall earn vacation with pay calculated in hours in accordance with the following formula:

$$\begin{array}{l} \text{Employer-paid hours at} \\ \text{the Basic Rate of Pay} \end{array} \quad \times \quad \begin{array}{l} \text{The applicable \% as} \\ \text{outlined below} \end{array} \quad = \quad \begin{array}{l} \text{Number of hours} \\ \text{of paid vacation} \\ \text{time to be taken} \end{array}$$

- (i) six percent (6%) during the first (1st) and second (2nd) continuous years of employment; or
 - (ii) eight percent (8%) during the third (3rd) to ninth (9th) continuous years of employment; or
 - (iii) ten percent (10%) during the tenth (10th) to nineteenth (19th) continuous years of employment; or
 - (iv) twelve percent (12%) during the twentieth (20th) and subsequent continuous years of employment.
- (b) Part-time Employees will be paid for their scheduled shifts during their approved vacation blocks. To supplement their income while on vacation, a part-time Employee may request, and their manager may agree, to provide vacation pay for all unscheduled days within their approved vacation block up to full-time hours, provided the Employees has enough vacation hours accrued in their bank at the start of their approved block. This arrangement will not be considered a payout but instead will be coded and paid as "regular Vacation".

(c) Supplementary Vacation for Part-Time Employees

- (i) Upon having reached the employment anniversary date of twenty-five (25) years of continuous employment, Employees shall have earned a one-time two percent (2%) for supplementary vacation.
- (ii) Upon having reached the Employee anniversary date of thirty (30) years of continuous employment, Employees shall have a one-time two percent (2%) for supplementary vacation.
- (iii) Upon having reached the Employee anniversary date of thirty-five (35) years of continuous employment, Employees shall have earned a one-time two percent (2%) for supplementary vacation.
- (iv) Upon having reached the Employee anniversary date of forty (40) years of continuous employment, Employees shall have earned a one-time two percent (2%) for supplementary vacation.
- (v) Upon having reached the Employee anniversary date of forty-five (45) years of continuous employment, Employees shall have earned a one-time two percent (2%) for supplementary vacation.
- (vi) Subject to Article 22.04, the supplementary vacation may be taken at the Employee's option at any time subsequent to the current supplementary vacation employment anniversary date but prior to the next supplementary vacation employment anniversary date.

22.03 Cessation of Vacation Accrual

- (a) There shall be no accrual of vacation pay or time entitlements during:
 - (i) layoff; or
 - (ii) a leave of absence without pay which is in excess of thirty (30) calendar days; or
 - (iii) an absence while in receipt of disability insurance or Workers' Compensation benefits which is in excess of thirty (30) calendar days.

22.04 Time of Vacation

- (a) The Employer shall post the vacation schedule planner by January 1st of each year. Where an Employee submits a vacation preference by March 31st of that year, the Employer shall indicate approval or disapproval of that vacation request by April 30th of that year.

- (b) Where Employees have submitted their requests for vacation within the time frame of January 1st to March 31st stipulated in Article 22.04(a), vacation dates shall be allocated based on seniority, where it is operationally possible to do so. Requests for vacation which are submitted after March 31st shall be dealt with on a first-come, first-serve basis.
- (c) When an Employee submits a request in writing after March 31st for vacation, the Employer shall indicate approval or disapproval in writing of the vacation request within ten (10) working days of the request.
- (d) An Employee who chooses to take vacation in broken periods shall be allowed to exercise a preference as to choice of vacation dates for only one (1) vacation period within a calendar year.
- (e) Requests to use vacation 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.
- (f) A Regular Employee shall be entitled to an unbroken period of vacation equal to one (1) year's vacation accrual, unless otherwise mutually agreed between the Employee and the Employer.
- (g) Vacation time off commences on the first (1st) regularly scheduled work day away on vacation leave and ends on the first (1st) regularly scheduled work day back from vacation leave.
- (h) Employees shall be permitted to maintain a level of vacation entitlement equal to one (1) year's vacation entitlement plus an additional five (5) days (thirty-eight and three-quarter (38 3/4) hours). All accumulated vacation beyond the current entitlement plus five (5) days shall be paid out to the Employee prior to March 31st of each year exclusive of supplementary vacation.
- (i) No Regular Employee may continue to work and draw vacation pay in lieu of taking vacation.

22.05 **Sick While on Vacation**

Should an Employee demonstrate to the satisfaction of the Employer that they were ill and required a defined course of medical treatment for an acute condition that would normally render their unable to work, during the course of their vacation, they may be considered to be on sick leave for such period of time, subject to the provisions of Article 24 (Sick Leave). Vacation time not taken as a result of such medical treatment shall be taken at a mutually agreeable later date.

22.06 Vacation Pay Upon Termination

An Employee leaving the service of the Employer at any time before exhausting the vacation credit to which the Employee is entitled shall receive a proportionate payment of salary in lieu of such earned vacation.

22.07 When an Employee is required to work during their vacation, they shall receive pay for all regular hours worked at two times (2X) their Basic Rate of Pay. Hours worked while on vacation shall not be deducted from an Employee's vacation credits and their vacation will be rescheduled to a time mutually agreed between the Employer and the Employee. In addition, the Employer shall be responsible for all non-refundable costs related to the cancellation of the vacation.

ARTICLE 23: NAMED HOLIDAYS

23.01 Any reference to Named Holidays in this Collective Agreement applies to the following days:

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 all general holidays proclaimed to be a statutory holiday by any of the following levels of Governmental authority:

- (a) the Municipal Government in which the work site is located;
- (b) the Province of Alberta; or
- (c) the Government of Canada,

provided that the August Civic Holiday shall be considered a Named Holiday only if the Municipality declares it to be so.

23.02 No payment shall be due for the Named Holiday which occurs during:

- (a) a layoff; or
- (b) all forms of leave during which an Employee is not paid; or
- (c) an absence while in receipt of disability insurance or Workers' Compensation Benefits.

23.03 **“Floater” Holiday**

In addition to the foregoing Named Holidays, Full-time Employees who are in the employ of the Employer on January 1st, shall be granted one (1) additional holiday as a ‘floater’ holiday. The floater holiday will be scheduled by mutual agreement between the Employer and the Employee.

23.04 **“Lieu” Day**

A Full-Time Employee shall be entitled to a day off with pay on or for a Named Holiday provided the Employee:

- (a) works their 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;
- (b) works on the Named Holiday when scheduled or required to do so.

23.05 **Named Holiday Pay**

- (a) A Full-Time Employee who works on a Named Holiday shall be paid for all regularly scheduled hours worked on the Named Holiday at one and one-half times (1 1/2X) the Basic Rate of Pay plus:
 - (i) by mutual agreement, a day added to the Full-Time Employee’s next annual vacation; or
 - (ii) a mutually agreeable day off with pay in conjunction with the Full-Time Employee’s regular days off within thirty (30) days either before or after the Named Holiday; or
 - (iii) one (1) regular day’s pay.
- (b) A Full-Time Employee who works on Christmas Day and the August Civic Holiday shall be paid for all regularly scheduled hours worked on the Named Holiday at two times (2X) the Basic Rate of Pay plus:
 - (i) by mutual agreement, a day added to their next annual vacation: or
 - (ii) a mutually agreeable day off with pay in conjunction with the Employee’s regular days off within thirty (30) days after the named holiday: or
 - (iii) one (1) regular day’s pay.

- (c) All accumulated time in lieu of a Named Holiday not taken as of the first (1st) pay period after March 1st shall be paid out prior to March 31st of every year.

(d) **Overtime on Named Holiday**

Where a Full-time Employee works overtime on a Named Holiday, Named Holiday pay shall not apply for overtime hours worked.

- (i) For all overtime hours worked on a Named Holiday, the Employee shall be paid at two point five times (2.5X) the applicable Basic Rate of Pay.
- (ii) For all overtime hours worked on Christmas Day and August Civic Holiday the Employee shall be paid at three times (3X) the applicable Basic Rate of Pay.

23.06 Named Holiday While on Vacation

Subject to Article 23.04, when a Named Holiday falls during a Full-Time Employee's annual vacation, the Employee shall receive:

- (a) by mutual agreement, a day off with pay added to the Full-Time Employee's annual vacation; or
- (b) a mutually agreeable day off with pay in conjunction with the Full-Time Employee's regular days off within thirty (30) calendar days of the Full-Time Employee's return from annual vacation; or
- (c) one (1) day's regular pay in lieu of the Named Holiday.

23.07 Named Holiday on Day Off

When a Named Holiday falls on a Full-Time Employee's regularly scheduled day off, the Full-Time Employee shall receive:

- (a) by mutual agreement a day off with pay added to the Full-Time Employee's next annual vacation; or
- (b) a mutually agreeable day off with pay in conjunction with the Full-Time Employee's regular days off within thirty (30) calendar days, either before or after the Named Holiday; or
- (c) one (1) regular day's pay in lieu of the Named Holiday.

23.08 Named Holiday on a Saturday or Sunday

When a Named Holiday falls on a Saturday or Sunday, the Employer may designate the Friday prior or the Monday after the Named Holiday as the day off in lieu of the Named Holiday. If such designated day off is a Full-Time Employee's regularly scheduled day off, such Employee shall then be entitled to the provisions of Article 23.07.

23.09 Part-Time Employees

- (a) A Part-Time Employee who works on a Named Holiday shall be paid at the rate of one and one-half times (1 1/2X) the Part-Time Employee's Basic Rate of Pay for all hours worked up to seven and three-quarter (7 3/4) hours.
- (b) Part-Time Employee who works on Christmas Day and on August Civic Holiday shall be paid the rate of two times (2X) their Basic Rate of Pay for all hours worked up to seven and three-quarter (7 3/4) hours.
- (c) Part-time Employees shall be paid five percent (5%) of their earnings paid at the Basic Rate of Pay and of their vacation pay, in lieu of Named Holiday pay.
- (d) Where a Part-time Employee works overtime on a Named Holiday, Named Holiday pay shall not apply for overtime hours worked.
 - (i) For all overtime hours worked on a Named Holiday the Employee shall be paid at two point five times (2.5X) the applicable Basic Rate of Pay.
 - (ii) For all overtime hours worked on Christmas Day and August Civic Holiday the Employee shall be paid at three times (3X) the applicable Basic Rate of Pay.

23.10 If a Part-time Employee's regularly scheduled day of work falls on a Named Holiday, resulting in that Employee having less than their full FTE scheduled for that week, the Employer shall, at the request of the Employee, schedule another day of work at the Basic Rate of Pay to make up for the day of work lost due to the Named Holiday, when the Employer has an available shift.

- 23.11 (a) An Employee shall be scheduled as to provide them with days off on at least three (3) of the actual Named Holidays. In addition, they shall be given either Christmas or New Year's Day off unless otherwise requested by the Employee.
- (b) (i) An Employee granted Christmas Day off in accordance with Article 23.11 shall be scheduled such that they shall have two (2)

consecutive days where they will not be obliged to work (i.e., December 24th and 25th or December 25th and 26th); and

- (ii) An Employee granted New Year's Day off in accordance with Article 23.11 shall be scheduled such that they shall have two (2) consecutive days where they shall not be obliged to work (i.e., December 31st and January 1st or January 1st and 2nd).

ARTICLE 24: SICK LEAVE

24.01 Definition

- (a) Sick Leave is defined as a form of insurance against illness, quarantine by a Medical Officer of Health, or because of an accident for which compensation is not payable under the *Workers' Compensation Act*.
- (b) The Employer recognizes that alcoholism, drug addiction and mental illness are illnesses which can respond to therapy and treatment, and that absence from work due to such therapy shall be considered sick leave.

24.02 Sick Leave During Probation Period

An Employee shall be entitled to apply sick leave credits prior to the completion of their probation period.

24.03 Accrual of Sick Leave Credits

Sick leave credits shall not accrue during:

- (a) any period of sick leave in excess of thirty (30) calendar days; or
- (b) a layoff; or
- (c) a leave of absence without pay which is in excess of thirty (30) calendar days; or
- (d) an absence while in receipt of disability insurance or Workers' Compensation benefits which is in excess of thirty (30) calendar days.

24.04 Payment for Sick Leave

An Employee granted sick leave shall be paid for the period of such leave at the Employee's Basic Rate of Pay and the number of days thus paid shall be deducted from the Employee's accumulated sick leave credits up to the total amount of the Employee's accumulated credits at the time sick leave commenced.

24.05 **Sick Credits for Medical Appointments, Referrals and/or Treatment**

When an Employee:

- (a) is required to travel for the purpose of medical referral and/or treatment, or;
- (b) is unable to schedule medical appointments outside of their work hours and requires time off for the purpose of attending a dental, physiotherapy, optical or medical appointment, providing they have provided the Employer with as much advance notice as possible and has been given authorization by the Employer; such absence shall be neither charged against their accumulated sick leave, nor shall they suffer any loss of income provided such absence, inclusive of travel time, does not exceed two (2) hours during one (1) work day. If the absence is longer than two (2) hours, the whole period of absence shall be charged against their accumulated sick leave. Employees may be required to submit proof of the appointment(s) to the Employer.

24.06 **Satisfactory Proof**

Employees may be required to submit proof satisfactory to the Employer of any illness, non-occupational accident or quarantine. Where the Employee must pay a fee for such proof, the full fee shall be reimbursed by the Employer.

24.07 **Maximum Credits**

When an Employee has accrued the maximum sick leave credits, the Employee shall no longer accrue sick leave credits until such time as the total accumulation is reduced below the maximum. At that time the Employee shall recommence accumulating sick leave credits.

24.08 **Extended Illness**

- (a) An Employee who has exhausted all sick leave credits during the course of an illness, and the illness continues, shall be deemed to be on leave of absence without pay for the duration of the illness or as provided below.
- (b) The Employee shall keep the Employer advised as to when the Employee shall be expected back to work. Where the Employee is absent due to illness for a period of more than sixty (60) calendar days, the Employee shall provide the Employer with fourteen (14) days' notice of readiness to return to work. The return to work of an Employee in accordance with Article 24.08(b) shall not be construed as being a violation of the posting and/or scheduling provisions of Article 14.
 - (i) An Employee who is capable of performing the duties of the Employee's former classification shall be reinstated by the Employer

in the same classification which was held immediately prior to the Employee's absence.

- (ii) An Employee who is not capable of performing the duties of the former classification, but who is capable of performing a job within the Bargaining Unit, shall have a reasonable effort made by the Employer to place the Employee in an available position that the Employee 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 either twenty-four (24) months from the last day of paid sick leave or twenty-four (24) months from the first (1st) day of Long Term Disability entitlement, whichever is greater, an Employee who is not capable of returning to work pursuant to (a) or (b) above shall be considered to have terminated the employment relationship with the Employer, provided that such termination is not contrary to any right conferred under this agreement or any law of Canada or Alberta.

24.09 Reporting Sick

Employees reporting sick shall do so to the Employer as soon as possible in order that a replacement may be arranged for or duties re-distributed. Failing to do so, the Employee may be considered absent without leave and the Employer may make a deduction in pay for the time which expires between the time the Employee should have reported for work and the time at which the Employee reported.

24.10 Reporting of Accumulated Sick Leave Credits

Subject to the capabilities of the payroll system, the amount of sick leave credits accumulated by the Employee will be reported on the Employee's pay stub.

24.11 Full-Time Employees

Sick leave credits for a Full-Time Employee shall be earned and computed 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.

24.12 Part-Time Employees

- (a) An Employee shall be allowed a credit for sick leave computed from the date of employment.
- (b) A Part-time Employee shall accumulate sick leave credits up to a maximum credit of one-hundred and twenty (120) working days, pro-rated to the

regularly scheduled hours of the Part-time Employee in relation to the regularly scheduled hours for a Full-time Employee.

- (c) A Part-time Employee shall accumulate sick leave credits on the basis of one and one-half (1 1/2) days per month, pro-rated on the basis of the hours worked by the Part-time Employee in relation to the regularly scheduled hours for a Full-time Employee.
- (d) For Part-time Employees, sick leave accrual shall be based upon regularly scheduled hours of work and any additional shifts worked, to a maximum of Full-time hours.
- (e) When a Part-Time Employee accepts an assignment for additional hours of work and then reports sick for such assignment, the Employee shall not be entitled to utilize sick leave credits for such assignment.

ARTICLE 25: WORKERS' COMPENSATION

- 25.01 Workers' Compensation Board coverage will be provided by the Employer for all Employees.
- 25.02 An Employee shall not be paid sick leave benefits when they are absent from work and drawing Workers' Compensation benefits. An Employee absent on Workers' Compensation for a period in excess of thirty (30) calendar days shall not accumulate sick leave entitlement or vacation credits during the period of absence.
- 25.03 Article 25.02 above shall not exclude an Employee from sick leave benefits for periods of absence resulting from an accident which is non-compensable under the *Workers' Compensation Act*.
- 25.04 Employees shall not be entitled to a compensating day off in lieu of a Named Holiday from the Employer while receiving benefits from Workers' Compensation.
- 25.05 An Employee absent from work and receiving Workers' Compensation benefits shall keep the Employer advised as to when they shall be expected back to work.
- 25.06
 - (a) An Employee who is in receipt of Workers' Compensation benefits shall be deemed to be on approved leave of absence without pay. The Employer and the Employee shall continue their portion of the health care benefit cost-share, as defined in Article 26 during such leave of absence.
 - (b) The Employee shall assign Workers' Compensation benefits to the Employer so that the Employer will receive Workers' Compensation payments directly from the Workers' Compensation Board. The Employer

will make all necessary deductions to continue health care benefits during such leave of absence.

ARTICLE 26: EMPLOYEE BENEFITS

26.01 Employee Benefits Plans

When the enrolment and other requirements of the insurer(s) have been met, the Employer shall take steps to contract for and implement the following group plans:

- (a) Supplementary Health Benefits Plan;
- (b) Dental Plan, which provides for the reimbursement of eighty percent (80%) of eligible Basic Services; fifty percent (50%) of all eligible Extensive Services; and fifty percent (50%) of eligible Orthodontic Services, in accordance with the Usual and Customary Dental Fee Schedule as established by the Provider. A maximum annual reimbursement of three thousand (\$3,000) per insured person per benefit year shall apply to Extensive Services. Orthodontic Services shall be subject to a lifetime maximum reimbursement of three thousand (\$3,000) per insured person;
- (c) The Employee Benefits Plan, or equivalent, inclusive of:
 - (i) Group Life Insurance;
 - (ii) Accidental Death and Dismemberment;
 - (iii) Short Term Disability equal to sixty-six and two-thirds percent (66 2/3%) of basic weekly earnings; and
 - (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 at the Basic Rate of Pay to the established maximum following a one hundred and twenty (120) working day elimination period);
- (d) At the Employer's option, an "EI SUB Plan" to supplement an eligible Employee's Employment Insurance to meet the Employer's obligation to provide benefit payments to an Employee during the valid health-related period for being absent from work due to pregnancy for which they have provided satisfactory medical proof.

26.02 **Plan Information**

- (a) Where the benefits specified in Article 26.01 are provided through insurance obtained by the Employer, the administration of such plans shall be subject to and governed by the terms and conditions of the applicable benefits policies or contracts.
- (b) The Employer shall make available to all Employees participating in these Plans copies of information booklets of these Plans.

26.03 **Benefit Plan Premiums**

Benefit premiums shall be cost-shared with Employees paying twenty-five percent (25%) of the cost and the Employer paying seventy-five percent (75%) of the cost for benefits listed in Article 26.01.

26.04 **Part-Time Employees**

Subject to the preceding provisions, where it is anticipated that a Part-Time Employee will work a minimum of fifteen (15) hours per week, averaged over one (1) complete shift cycle, the Part-Time Employee shall participate in the Employee Benefits Plans. The shift cycle shall be defined as that period of time which is required for a shift schedule to repeat itself or two (2) weeks, whichever is greater.

26.05 The Employee Benefits Plans, excluding the Flexible Spending Account shall be provided to a Temporary Employee who has completed their probationary period and who is hired to work for a period of six (6) months' duration or longer and whose hours of work are equal to or greater than fifteen (15) hours per week averaged over one (1) complete cycle of the shift schedule.

26.06 A Regular Employee filling a Temporary vacancy shall continue to receive benefits in accordance with Article 26, provided they received benefits in their regular position.

26.07 **Flexible Spending Account (FSA) – Regular Employees**

(a) **Eligibility**

- (i) An FSA shall be implemented for all Regular Full-time Employees and Employees eligible for benefits in accordance with Article 26.04.
- (ii) A Regular Employee who is employed in more than one (1) position with the Employer will receive one (1) FSA based upon the combined total of their full-time equivalencies (FTEs).

(b) Calculation

The FSA will be calculated as follows:

- (i) Eight hundred and fifty dollars (\$850.00) to be allocated to each eligible Full-time Employee and prorated for each eligible Part-time Employee based on their FTE as of December 1st (eligibility date) of each year.

Effective January 1, 2023

Nine hundred dollars (\$900.00) to be allocated to each eligible Full-time Employee and prorated for each eligible Part-time Employee based on their FTE as December 1st (eligibility date) of each year.

(c) The FSA may be used for the following purposes:

- (i) Reimbursement for expenses associated with professional development including:
- tuition costs or course registration fees;
 - travel costs associated with course attendance;
 - professional journals;
 - books or publications;
 - computer hardware; and
 - software.
- (ii) Reimbursement for the cost of professional registration or voluntary association fees related to the Employee's discipline.
- (iii) Reimbursement for health and dental expenses that are eligible medical expenses in accordance with the Income Tax Act and are not covered by the benefit plans specified in Article 26.01(a) and (b) of the Collective Agreement.
- (iv) Contribution to a Registered Retirement Savings Plan administered by the Employer.
- (v) Wellness expenses which may include, but are not limited to, such expenditures such as fitness centre memberships and fitness equipment.
- (vi) Family care including day care and elder care.

(vii) Contributions to a Tax-Free Savings Account, in accordance with CRA guidelines.

(d) **Allocation**

(i) In December of each calendar year (allocation period), Employees who are eligible for the FSA will make an allocation for utilization of their FSA for the subsequent calendar year.

(ii) Any unused allocation in an Employee's FSA as of December 31st of each calendar year may be carried forward for a maximum of one (1) calendar year.

(iii) Employees who are laid off after January 1st in the year in which the funds are available, shall maintain access to the fund for the balance of that calendar year while on layoff.

(e) **Implementation**

(i) Where the Employer is the administrator of the account, it shall determine the terms and conditions governing the FSA. A copy of these terms and conditions shall be provided to the Union.

(ii) Where the Employer chooses to contract with an insurer for the administration of the FSA, the administration of the Account shall be subject to and governed by the terms and conditions of the applicable contract. A copy of this contract shall be provided to the Union.

(iii) The FSA shall be implemented and administered in accordance with the Income Tax Act and applicable Regulations in effect at the time of implementation and during the course of operation of the FSA.

(f) An Employee who terminates employment voluntarily and who within the same calendar year of termination commences employment with the same Employer or with another Employer signatory to this collective Agreement, shall have their FSA maintained. It is understood that an Employee is only entitled to one (1) FSA within a calendar year.

ARTICLE 27: PENSION PLAN

27.01 (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 plan.

- (b) The Employer shall contribute to the aforementioned pension plan for eligible Part-time Employees who request enrolment in the Plan provided they are regularly scheduled to work at least fourteen (14) hours per week averaged over a complete cycle of the shift schedule.

27.02 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 that have been communicated to the Employer by LAPP.

ARTICLE 28: LEAVES OF ABSENCE

28.01 General Policies Covering Leaves of Absence

- (a) Employees are eligible for the job protected leaves as set out in the *Alberta Employment Standards Code*. Employees are eligible for these leaves after ninety (90) days of employment. These Leaves of Absence are without pay. The Employer may require proof of eligibility for the leaves.
- (b) Requests for a leave of absence, without pay, where possible, will be made in writing to the Employer with as much advanced notice as possible, or as outlined in this Article. The granting of a leave of absence is subject to the approval of the Employer. Requests for a leave of absence will not be unreasonably denied and where such request is denied, reasons will be provided.
- (c) The Employee shall not work for gain during the period of leave of absence except with the express written consent of the Employer.
- (d) An Employee who has been granted leave of absence of any kind and who overstays their leave without permission of the Employer shall be deemed to have terminated their employment, except in extenuating circumstances acceptable to the Employer.

28.02 Accrual of Benefits While on Leave

- (a) Benefits, including vacation, sick leave and Named Holidays do not accrue during any leave of absence without pay in excess of thirty (30) consecutive calendar days.
- (b) When an Employee is on leave of absence without pay and is receiving STD, LTD or EI Sick Leave Benefit, the Employer will continue to pay the Employer's share of all pre-paid premiums for a period not exceeding twenty-four (24) months from the beginning of STD or LTD provided that the Employee makes prior arrangements with the Employer for the pre-payment of the Employee's share of all paid premiums. Failure by an

Employee to submit the Employee's portion will result in the Employer discontinuing premium payments for that Employee.

- (c) Where an Employee is granted a leave of absence of more than thirty (30) days' duration, and that Employee is covered by any or all of the plans specified in Article 26, that Employee may, subject to the Insurer's requirements, make prior arrangement for the prepayment of the full premiums, inclusive of the Employer premiums, for the applicable plans at least one (1) pay period in advance.

28.03 Leave for Union Business

- (a) Provided the efficiency of the Employer shall not in any case be disrupted, a leave of absence with pay and without loss of seniority shall be granted by the Employer to Employees elected or appointed to represent the Union at Union Conventions, Workshops, Seminars, Schools, or to attend Union Business. 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 plus fifteen percent (15%) for administrative charges.
- (b) Representatives of the Union shall be granted time off with pay and without loss of seniority in order to participate in collective bargaining and Essential Services negotiations with the Employer. 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 plus fifteen percent (15%) for administrative charges. Requests for such leave will be made with as much notice as possible.
- (c) Regular Employees who are elected or selected for a full-time position with the Union, or anybody with which the Union is affiliated, shall be granted leave of absence without pay but with no loss of seniority for a period of one (1) year. Such leave shall be renewed each year, on request during their term of office.

28.04 Leave for Public Office

- (a) The Employer recognizes the right of a Regular Employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence without pay so that a Regular Employee may be a candidate in federal, provincial or municipal elections.
- (b) Regular Employees who are elected to public office shall be allowed leave of absence without pay but with no loss of seniority during their term of office.

28.05 (a) **Maternity Leave**

- (i) An Employee who has completed ninety (90) days of continuous employment shall, upon their written request at least two (2) weeks in advance, be granted Maternity Leave to become effective thirteen (13) weeks immediately preceding the expected date of delivery or such shorter period as may be requested by the Employee, provided that they commence Maternity Leave no later than the date of delivery.
- (ii) Maternity 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.
- (iii) Maternity Leave shall not exceed sixteen (16) consecutive weeks.
- (iv) A pregnant Employee whose continued employment in their position may be hazardous to themselves or to their unborn child, in the written opinion of their physician or a registered midwife, request a modification to their job duties. Where a modification to the job duties is not possible, the Employee may request, a transfer to a more suitable position if one is available. Where no suitable position is available, the Employee may request Maternity Leave as provided by Article 28.05(a) if the Employee is eligible for such leave. In the event that such Maternity Leave must commence in the early stages of pregnancy which results in the need for an absence from work longer than eighteen (18) months, the Employee may request further leave without pay as provided by Article 28.01.
- (v) A pregnant Employee whose pregnancy ends other than as a result of a live birth within sixteen (16) weeks of the estimated due is entitled to Maternity Leave.

(b) **Parental Leave**

Upon their written request, providing at least two (2) weeks advance notice, an Employee shall be granted parental leave without pay and benefits. Such leave shall be taken as follows:

- (i) For an Employee entitled to Maternity Leave, other than an Employee described in 28.05(a)(v), immediately following the last day of Maternity Leave, a period not exceeding sixty-two (62) weeks; or

- (ii) In the case of a parent who has completed ninety (90) days of continuous employment, a period not exceeding sixty-two (62) weeks within seventy-eight (78) weeks after the child's birth; or
- (iii) In the case of an adoptive parent who has completed ninety (90) days of continuous employment, a period not exceeding sixty-two (62) weeks within seventy-eight (78) weeks after the child is placed with the adoptive parent.
- (c) The total period of Maternity and Parental Leave shall not exceed seventy-eight (78) weeks unless mutually agreed between the Employer and Employee.
- (d) Maternity and Parental Leaves shall be without loss of seniority.
- (e) An Employee on Maternity or Parental Leave shall endeavor to provide the Employer with at least twelve (12) weeks' written notice of readiness to return to work, but in any event shall provide four (4) weeks' written notice, at which time the Employer will reinstate the Employee in the same classification held by them immediately prior to taking Maternity or Parental Leave and at the same Basic Rate of Pay.

28.06 Court Appearance

An Employee required by law to appear before a court of law as a witness in matters arising out of their employment with the Employer, as a witness subpoenaed by a court of law to appear in any court, or as a member of a jury, shall be paid the difference between the pay received for such court service and the pay the Employee would have normally received if they have been working, based on the Basic Rate of Pay. The Employee will report to work during those hours that they are 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.

28.07 Education Leave

- (a) Should the Employer require an Employee to participate in a compulsory educational program, such Employee shall be compensated in accordance with the following:
 - (i) For program attendance on regularly scheduled working days, the Employee shall suffer no loss of regular earnings.
 - (ii) On regularly scheduled days off, the Employee shall be paid at the applicable rate of pay for actual time in attendance at such program, or, if mutually agreed upon, shall be granted equivalent time off.

- (iii) The Employer will pay the cost of the course including tuition fees, travel and subsistence expenses according to Employer policy.
- (b) In accordance with the Employer's policy, a leave of absence and/or reasonable expenses may be granted to an Employee at the discretion of the Employer to enable the Employees to participate in education or exchange programs.

28.08 **Compassionate Care Leave**

- (a) An Employee shall be entitled to leave of absence without pay but with benefits at the normal cost sharing, for a period of twenty-seven (27) weeks to care for a qualified relative with a serious medical condition with a significant risk of death within twenty-six (26) weeks from the commencement of the leave.
- (b) "Qualified relative" for compassionate care leave means a person in a relationship to the Employee as designated in the *Alberta Employment Standards Code* regulations.
- (c) An Employee shall apply for compassionate care leave at least two (2) weeks, or as soon as reasonably possible, in advance of the commencement of the leave.

28.09 **Personal Leave**

- (a) Benefit eligible Regular Employees shall be entitled to Personal Leave days each year, from April 1st through March 31st. Employees shall request Personal Leave as far in advance as possible. Personal Leave is for the purpose of attending to personal matters and family responsibilities, including, but not limited to attending appointments with family members. Requests for Personal Leave shall be granted where operationally acceptable and shall not be unreasonably denied.
- (b) The number of Personal Leave days are determined by the Employee's FTE as of April 1 of each year.
 - (i) Employees with an FTE of zero point eight (0.80) or greater shall be entitled to three (3) days of seven point seven five (7.75) hours each;
 - (ii) Employees with an FTE between zero point six (0.60) and zero point seven nine (0.79) FTE shall be entitled to two (2) days of seven point seven five (7.75) hours each;

- (iii) Employees with an FTE between zero point three eight (0.38) and zero point five nine (0.59) FTE shall be entitled one (1) day of seven point seven five (7.75) hours.
- (c) Personal Leave days are granted per incident as a full day.
- (d) Any Personal Leave days not used by March 31st of each year shall not be carried over or paid out. Any Personal Leave Days not used upon termination of employment shall not be paid out.
- (e) New employees hired after January 1 of each year shall not receive Personal Leave days until April 1st of the same year.

28.10 Domestic Violence Leave

- (a) An Employee who has been subjected to domestic violence may require time off from work for address the situation and shall be entitled to a leave of absence without pay for up to ten (10) days per calendar year.
- (b) An Employee may access applicable leaves of absence or banks such as sick leave, personal leave, court appearance leave or general leave without pay.
- (c) The Employee and Employer will only disclose relevant information on a “need to know” basis to protect confidentiality while ensuring workplace safety.

28.11 Notice of Return to Work

An Employee off work for ninety (90) calendar days or more shall give the Employer at least fourteen (14) days’ notice of their intent to return to work.

ARTICLE 29: IN-SERVICE PROGRAMS

- 29.01 (a) The parties to this Collective Agreement recognize the value of continuing in-service education for Employees in the various professions and that the responsibility for such continuing education lies not only with the Employer but also with the Employee. 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 actual time in attendance including travel time in accordance with Article 21 (Travel Expenses).

ARTICLE 30: BEREAVEMENT

30.01 Bereavement Leave

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. For the first five (5) calendar days of such leave of absence, the Employee shall suffer no loss of regular earnings. Bereavement leave may include normal days off and/or vacation, but no additional payment is due therefore.

For the purposes of this article, immediate family shall include the following relatives of the Employee:

spouse (including common-law spouse) and/or same-sex relationship
child (including of common-law spouse and step-children)
parent (including of common-law spouse and step-parent)

son-in-law	daughter-in-law
mother-in-law	brother and step-brother
father-in-law	sister and step-sister
brother-in-law	legal guardian
sister-in-law	grandparent (both sides)
grandchild	fiancé
aunt	niece
uncle	nephew

30.02 Travel for Bereavement

Bereavement leave shall be extended by up to two (2) days without loss of salary if travel in excess of three hundred and twenty (320) kilometres one-way from the Employee's residence is necessary for the purpose of planning and attending the funeral.

30.03 Death of Another Relative or Close Friend

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

ARTICLE 31: UNIFORMS/FOOTWEAR/LOCKERS

31.01 Uniform Allowance

Where the Employer requires an Employee to wear a specific uniform, the Employer shall furnish and maintain (launder, alter and repair) without charge to the Employee. The uniform shall remain the property of the Employer and shall

not be worn other than on duty. The nature, colour, and style of uniforms and the requirements of each group of Employees in respect thereto shall be determined by the Employer.

- 31.02 (a) Protective clothing and safety equipment shall be supplied by the Employer as required by the *Occupational Health and Safety Act*.
- (b) Where the Employer determines that safety footwear, including non-slip or steel-toed, should be provided, the Employer shall reimburse each eligible Employee the cost of such footwear up to once in each calendar year, to a limit of two hundred dollars (\$200.00).

31.03 Lockers

Each Employee who is required to change into a uniform shall be provided access to a locker for storage of clothing and personal belongings.

ARTICLE 32: APPOINTMENTS, PROMOTIONS, TRANSFERS AND VACANCIES

32.01 Postings

- (a) Vacancies for Regular and Temporary positions shall be posted for seven (7) calendar days. The posting shall contain the following information:
- i) Classification,
 - ii) responsibilities and qualifications,
 - iii) Department,
 - iv) the existing shift pattern,
 - v) full time equivalency,
 - vi) Basic Rate of Pay for the position; and
 - vii) status of position, and expected term if a temporary position.
- (b) A copy of all postings shall be sent electronically to the person designated by the Union to receive it. Once the appointment has been made, the appointee's name will be sent to the person designated by the Union to receive it.

32.02 Applications

Requests for transfer or applications for vacancies shall be in writing to the Employer.

32.03 Appointments

- (a) In making promotions and transfers, experience, performance and qualifications applicable to the position shall be the primary consideration.

Where these factors are judged by the Employer to be relatively equal, seniority shall be the deciding factor.

- (b) Subject to Article 32.03(a), where vacancies are filled, first consideration shall be given to Employees who are already members of the bargaining unit.

32.04 Interim Appointments

When a vacancy is posted and circumstances require the Employer to fill a vacancy before the expiration of the seven (7) calendar day posting period, or prior to the availability of a qualified applicant, the appointment shall be made on a temporary basis only. The Employer shall fill such vacant position on a permanent basis as soon as a qualified applicant becomes available.

32.05 Notification to Applicants

The name of the successful applicant shall be communicated in writing to the applicants from within the bargaining unit, within seven (7) calendar days of the successful applicant's acceptance.

32.06 Trial Periods

- (a) A Regular Employee who is the successful applicant of a posting shall be considered on a trial period in the new position for three hundred and ten (310) hours worked following the date of appointment. During this trial period the Employee may choose to return or the Employer may direct the Regular Employee to return to the Regular Employee's former position and Basic Rate of Pay without loss of seniority.
- (b) If reinstatement to their former position is not possible, the Employer shall place the Employee to a similar position consistent with their abilities and/or qualifications, which may not be in the specific area occupied prior to the transfer. The Basic Rate of Pay for such position shall be at a rate of pay equivalent to that of the Employee's former position. Such reinstatement shall be without loss of seniority.

32.07 Regular Employee in a Temporary Position

A Regular Employee achieving a temporary position shall maintain their status as a Regular Employee. Upon completion of the temporary term the Employee shall return to their former position. If such reinstatement is not possible, such Employee shall be placed in another suitable position. Such reinstatement or placement shall be at not less than the same rate of pay to which the Employee would be entitled had they remained in their former position.

32.08 A temporary position shall be posted for all vacations, sick leave or leave of absence greater than three (3) months' duration. For those absences of less than three (3) months' duration, the shifts will be divided equitably among eligible Casual and Part-time Employees who wish to work additional shifts.

ARTICLE 33: DISCIPLINE, DISMISSAL AND RESIGNATION

33.01 Except for the dismissal of an Employee serving a probationary period, there shall be no dismissal or discipline except for just cause.

33.02 Unsatisfactory performance by an Employee which is considered by the Employer to be serious enough to be entered on the Employee's record, but not serious enough to warrant suspension or dismissal, may result in a written warning to the Employee within twenty (20) working days of the date the Employer first became aware of, or reasonably should have become aware of the occurrence of the act. A copy of the written warning will be forwarded to the Union within two (2) working days of the disciplinary action. The written warning shall indicate that it is disciplinary action. It shall state a definite period in which improvement or correction is expected and, at the conclusion of such time, the Employee's performance shall be reviewed with respect to the discipline. The Employee shall be informed in writing of the results of the review. The assignment of an improvement or correction period shall not act to restrict the Employer's right to take further action during said period should the Employee's performance so warrant.

33.03 The procedures stated in Articles 33.02 and 33.09 do not prevent immediate suspension or dismissal for just cause.

33.04 An Employee who has been suspended or dismissed shall receive from the Employer, in writing, the reason(s) for suspension or dismissal, and a copy of the letter shall be sent to the Union within two (2) working days.

33.05 Any written documents pertaining to disciplinary action or dismissal shall be removed from the Employee's file when such disciplinary action or dismissal has been grieved and determined to be unjustified.

33.06 (a) An Employee, who has been subject to disciplinary action, shall after eighteen (18) months from the date the disciplinary measure was initiated, exclusive of any periods of leave of absence in excess of ninety (90) days, request in writing that their record be cleared of that disciplinary action.

(b) The Employer shall clear the record providing no further disciplinary action(s) have occurred during the eighteen (18) month period.

(c) The Employer shall confirm in writing to the Employee that such action has been effected.

- 33.07 An Employee who is dismissed shall receive their termination entitlements at the time they leave.
- 33.08 For purposes of this Article, a working day shall mean consecutive calendar days exclusive of Saturdays, Sundays and Named Holidays specified in Article 23.
- 33.09 When circumstances permit, the Employer shall provide at least twenty-four (24) hours' advance notice to an Employee required to meet with the Employer for the purposes of investigating a matter related to the Employee or issuing discipline. The Employer shall advise the Employee of the nature of the meeting and that they may be accompanied by a Labour Relations Officer or designate of the Union at such meeting(s).

The Employee shall be compensated at the applicable rate of pay for the duration of the investigative meeting.

The Employee shall be compensated at the Basic Rate of Pay for the duration of the disciplinary meeting. Where possible, disciplinary meetings will be scheduled during the Employee's regularly scheduled shift.

33.10 **Abandonment**

An Employee absent for three (3) consecutive working days without notifying the Employer shall be considered to have vacated their position unless, in the opinion of the Employer, such notification was not possible.

33.11 **Personnel Files**

Upon service of at least three (3) days' notice, an Employee shall have the right to view their personnel file once each year or when the Employee has filed a grievance. An Employee shall be given a copy of the contents of their personnel file provided that the Employee pays to the Employer a reasonable fee, determined by the Employer, to cover the cost of copying.

33.12 **Resignation**

An Employee shall make every reasonable effort to provide to the Employer twenty-eight (28) days' notice, where possible, and shall, in any case, provide the Employer with fourteen (14) days' notice of their desire to terminate their employment.

ARTICLE 34: SENIORITY

34.01 Definition

“Seniority” shall be the date on which a Regular or Temporary Employee’s continuous service commenced within the bargaining unit. “Seniority” shall continue to accrue during periods of layoff as specified in Article 34.02 and authorized leaves of absence.

34.02 Break in Seniority

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

- (a) the employment relationship is terminated by either the Employer or the Regular Employee;
- (b) twenty-four (24) months have expired following layoffs.

34.03 Seniority Lists

An up-to-date seniority list and a list of Employees on layoff shall be sent to the Union in January of each year and when any Regular Employee is served notice of layoff. Such list shall indicate each Employee’s name, classification, status, full time equivalency and seniority date.

34.04 Employees Who Achieve a Regular Position

- (a) For Casual Employees whose status changes to Regular or Temporary, the “seniority date” shall be established by dividing their contiguous hours earned since the person started performing work within the bargaining unit by 2022.75.
- (b) For someone subsequently determined by the Labour Relations Board (or agreed to by the parties) as being in the bargaining unit, the seniority date shall be established by dividing their contiguous hours earned since the person started performing work of a general support services nature by 2022.75.
- (c) No seniority shall be credited for time prior to a break in active employment of ninety (90) calendar days or more.

34.05 Seniority shall be the determining factor in:

- (a) preference of vacation time, subject to Article 22.04 (b);

- (b) layoffs and recalls, subject to the qualifications specified in Article 35;
- (c) promotions and transfers within the bargaining unit subject to the qualifications specified in Article 32.

34.06 Same Seniority Dates

In the event seniority dates are the same, the Employee with the earliest dated letter of hire shall be deemed to have the most seniority. In the event that Employees with the same seniority dates also have letters of hire with the same dates, the Employee with the earliest dated application shall be deemed to have the most seniority. In the event the tied seniority cannot be resolved in this manner, the tie shall be resolved by a coin toss.

ARTICLE 35: LAYOFF/DISPLACEMENT/RECALL PROCEDURE

- 35.01 Prior to the implementation of the provisions of this Article, the Employer will meet with the Union to inform the Union of the Employer's intentions, discuss the appropriate application of this Article under the circumstances, and provide the Union with current seniority lists and any other relevant information.
- 35.02 (a) In case it becomes necessary to reduce the workforce by reduction of the number of Employees or the reduction in the number of regularly scheduled hours available for one (1) or more Employees, the Employer will notify the Union and all Employees who are to be laid off at least twenty-eight (28) calendar days prior to the layoff, except that the twenty-eight (28) calendar days' notice shall not apply where the layoff results from an Act of God, fire, flood, or work stoppage by Employees not covered by this Collective Agreement. If the Employee being laid off is not provided with an opportunity to work their scheduled hours during the twenty-eight (28) calendar days after notice of position removal, the Employee shall be paid their Basic Rate of Pay in lieu of such work for that portion of the twenty-eight (28) calendar days during which work was not made available. In any event, the Employee will be paid no less than that which is provided for in the Employment Standards Code.
- (b) If the Employer proposes to layoff an Employee while they are on leave of absence, Workers' Compensation or absent due to illness or injury, they shall not be served with notice under sub-article (a) until they have advised the Employer of their readiness to return to work.
- 35.03 (a) Layoff shall be in reverse order of seniority within the affected classification and department.
- (b) At the time of providing written notice of layoff a consultation meeting will be arranged by the Employer, between the Employee, the Employer and

the Union, at which time the Employer shall advise the Employee of their retention options according to Articles 35.04 and 35.05, provided the Employee has the requisite job-related skills, training, knowledge and ability to perform the work required in the retention options.

35.04 The Employee shall be presented with the following vacancy options:

- (a) vacant position(s) within their same occupational group and comprised of:
 - (i) the same FTE and pay grade;
 - (ii) the same FTE and lower pay grade; and
 - (iv) a lower FTE and same or lower pay grade.
- (b) vacant position(s) within the bargaining unit. Such vacant position(s) shall be comprised of the:
 - (i) same or lower FTE; and
 - (ii) same or lower pay grade.
- (c) An Employee who declines a vacant position pursuant to Article 35.04(a)(i) shall not be eligible for another vacant position, or to displace into an occupied position within the bargaining unit pursuant to Article 35.05 and shall be laid off and forfeit their recall rights.

35.05 Subject to Article 35.04(c), an Employee who is not placed in a vacant position pursuant to Article 35.04 shall be presented with the following displacement options:

- (a) an occupied position within their same occupational group. Such displacement shall affect the least senior Employee within their same occupational group in a position comprised of:
 - (i) the same FTE and pay grade; if the least senior Employee in this category is not less senior than the Employee exercising displacement rights, then such Employee shall exercise displacement options under 35.05(a)(ii).
 - (ii) the same FTE and lower pay grade; if the least senior Employee in this category is not less senior than the Employee exercising displacement rights, then such Employee shall exercise displacement options under 35.05(a)(iii).
 - (iii) a lower FTE and same or lower pay grade; if the least senior Employee in this category is not less senior than the Employee exercising displacement rights, then such Employee shall exercise displacement options under 35.05(b).

- (b) an occupied position within the bargaining unit. Such displacement shall affect the least senior Employee within their same occupational group in a position comprised of the:
 - (i) same or lower FTE; if the least senior Employee in this category is not less senior than the Employee exercising displacement rights, then such Employee shall exercise displacement options under 35.05 (b) (ii).
 - (ii) same or lower pay grade.
- (c) An Employee who declines displacement under Article 35.05(a)(i) shall not be eligible to displace into another occupied position within the bargaining unit pursuant to Article 35.05(b) and shall be laid off and forfeit their recall rights.
- (d) The Employer and the Union shall discuss the order in which displacement options should be exercised to ensure minimal impact to more senior Employees.

35.06 The Employee shall have seventy-two (72) hours from the date of the consultation meeting in Article 35.03 to advise the Employer of their decision under Articles 35.04 and 35.05.

35.07 Subject to Articles 35.04(c) and 35.05(c), an Employee who elects to not exercise their rights under Articles 35.04 and 35.05 shall be laid off with recall rights.

35.08 An Employee who is displaced as a result of another Employee exercising their rights under Article 35 shall be entitled to exercise their rights in accordance with Articles 35.03 to 35.07.

35.09 Recall

Employees on layoff or who have had their normal hours of work reduced shall have priority for additional hours up to their normal hours of work.

35.10 (a) Recall shall occur in order of seniority and shall be to a position in the Employee's previous or lower pay grade and FTE within their previous occupational group, provided the Employee has the requisite job-related skills, training, knowledge and ability to perform the work.

(b) Recall rights shall be forfeited:

- (i) if an Employee refuses recall to a position within the same occupational group, pay grade, and FTE for which the Employee

had the requisite job-related skills, training, knowledge and ability to perform the work;

- (ii) if an Employee accepts recall and returns to a position in their previous occupational group, pay grade and FTE;
- (iii) if an Employee applies on, and is the successful applicant, on a position posted pursuant to Article 32;
- (iv) when twenty-four (24) calendar months from the date of an Employee's initial lay off has passed, inclusive of any periods of casual or temporary employment.

(c) A Regular Employee on layoff shall not be deemed to have abandoned their recall rights to their pre-layoff position by virtue of accepting recall to a temporary position, or position with a lower FTE or pay grade.

35.11 The method of recall shall be by telephone, Covenant Health email address or the Employee's personal email; as chosen by the Employee. Where the Regular Employee chooses to be contacted via telephone or personal email address, the onus is on the Employee to keep their information up to date. The Employee so notified, will return to work as soon as possible but not later than five (5) days, or other mutually agreed date, following the date of the telephone call or the date of the email.

35.12 Subject to the terms and conditions of policies and contracts entered into with the underwriters of the Plans:

- (a) the Employer shall make payment for its share of the full premium of the benefits referred to in Article 26: Employee Benefits on behalf of the laid off Employee, for a maximum of one (1) month's premium.
- (b) Employees laid off for more than one (1) month may, with the assistance of, or through the Employer, make prior arrangements for payment of the full premiums of the benefits referred to in Article 26: Employee Benefits.

35.13 Other than for the continuance of seniority, grievance and arbitration rights, and rights and benefits arising under this Article, an Employee's rights while on layoff shall be limited to the right of recall.

35.14 No new Employees will be hired into a classification within an occupational group while there are other Employees on layoff who were employed in that or a higher classification within that occupational group who have the requisite job-related skills, training, knowledge and ability to perform the work required, and who are prepared to accept recall pursuant to Article 35.10.

- 35.15 If several Employees will be affected by layoff from several positions, the Employer and Union may mutually agree to an alternate process that minimizes the impact to affected Employees and the Employer.
- 35.16 In the event an Employee will be laid off from their position due to technological change, the Employer will notify the Union with as much advance notice as possible of such change and will meet and discuss reasonable measures to protect the interest of an affected Employee.
- 35.17 When an Employee has been given notice of layoff in accordance with the notice provisions of this Article, and the Employee is actively seeking replacement employment, the Employer will grant the Employee reasonable time off without loss of pay for the purpose of attending an employment interview on the following conditions:
- (a) The Employee notifies the Employer at least twenty-four (24) hours prior to the interview;
 - (b) The Employee will be allowed a maximum of fourteen (14) hours off for the purpose of attending job interviews during the notice period; and
 - (c) The Employee provides the Employer with written confirmation that the Employee attended the job interview.
- 35.18 For the purpose of Article 35:
- (a) "partial layoff" shall mean a Regular Employee who has, due to the application of Article 35:
 - (i) suffered a reduction in regularly scheduled hours in their current classification; or
 - (ii) been placed in a different classification in their current paygrade, either at the same or a lower FTE as their current position; or
 - (iii) been placed in a classification in a lower paygrade, either at the same or a lower FTE as their current position.
 - (b) "full layoff" shall mean a Regular Employee who does not hold a regular position due to the application of Article 35.
 - (c) "layoff" shall mean a Regular Employee who is either on partial layoff or on full layoff.

ARTICLE 36: TEMPORARY ASSIGNMENT

36.01 Substituting in Another Position

- (a) When the Employer designates an Employee to substitute on a position in a classification with a greater end rate and such assignment is for at least two (2) hours in any one (1) shift, the Employee shall be paid, in accordance with the provisions of Article 13.03 for the full period of time the Employee is substituting in the higher paid classification. For the purpose of this sub-clause payment(s) of this premium shall be calculated based on current Basic Rates of Pay identified in the Salaries Appendix.
- (b) When the Employer designates an Employee to temporarily substitute on a position in a classification with a lesser end rate, the Employee shall continue to receive their previous Basic Rate of Pay for the full period of time spent substituting in the lower paid classification.

36.02 In-scope Supervisor Responsibility Pay

The Employer may designate an Employee, in writing, to assume additional responsibilities of the in-scope supervisor when the in-scope supervisor is absent. Employees so designated shall receive, in addition to their Basic Rate of Pay, a premium of one dollar and fifty cents (\$1.50) per hour worked for the duration of such appointment. In addition to their normal duties, the additional responsibilities shall include organizing the efforts of other Employees in their program area to ensure the work is completed satisfactorily.

36.03 Out-of-Scope Responsibility Pay

When an Employee works in the absence of any of their regular out-of-scope Supervisor or Manager and is designated to be responsible for the performance of additional supervisory duties which would otherwise be performed by the regular out-of-scope Supervisor or Manager, the Employee shall receive responsibility pay of one dollar and fifty cents (\$1.50) per hour.

ARTICLE 37: TEMPORARY EMPLOYEES

37.01 Application

- (a) Except as specifically provided hereinafter, the provisions of this Collective Agreement shall not apply to Temporary Employees.
- (b) The provisions of Articles:
 - Article 1: Term
 - Article 2: Definitions

Article 3: Recognition and Union Business
Article 4: Union Membership, Security and Dues Deduction
Article 5: Management Rights
Article 6: No Discrimination
Article 7: Occupational Health and Safety
Article 8: Job Classification
Article 9: Bulletin Boards
Article 10: Grievance Procedure
Article 11: Grievance Arbitration
Article 12: Probationary Period
Article 13: Salaries
Article 14: Hours of Work
Article 15: Overtime
Article 16: On-Call
Article 17: Call-Back
Article 18: Pyramiding
Article 19: Shift Premium
Article 20: Weekend Premium
Article 21: Travel Expenses
Article 22: Annual Vacation
Article 24: Sick Leave
Article 25: Worker's Compensation
Article 28: Leave of Absence
Article 29: In-Service Programs,
Article 31: Uniforms/Footwear/Lockers
Article 32: Appointments, Promotions, Transfers and Vacancies
Article 33: Discipline and Dismissal
Article 34: Seniority
Article 36: Temporary Assignments
Article 38: Evaluations and Personnel File; and
Article 39: Copies of the Collective Agreement

shall apply to Temporary Employees.

37.02 **Named Holidays**

- (a) Temporary Employees required to work on a Named Holiday shall be paid at:
 - (i) one and one-half times (1 1/2X) their Basic Rate of Pay for work performed up to seven and three-quarter (7 3/4) hours;
 - (ii) two and one-half times (2 1/2X) their Basic Rate of Pay for all overtime hours worked.

- (b) A Temporary Employee required to work on the August Civic Holiday and Christmas Day shall be paid at:
 - (i) two times (2X) their Basic Rate of Pay for work performed up to seven and three-quarter (7 3/4) hours;
 - (ii) three times (3X) their Basic Rate of Pay for all overtime hours worked.
- (c) Temporary Employees shall be paid five percent (5%) of their earnings at the Basic Rate of Pay and of their vacation pay in lieu of Named Holidays.

37.03 Employee Benefits

Temporary Employees, except as provided in Article 26.05 and Article 26.06, are not entitled to participate in the Health Benefits Plan.

37.04 Pension Plan

The Employer shall contribute to the Local Authorities Pension Plan for retirement benefits for eligible participating Temporary Employees who request enrolment in the Plan in accordance with the regulations of the Plan.

37.05 Bereavement Leave

- (a) Temporary Employees with less than six (6) months continuous employment will be entitled to time off without pay in lieu of bereavement leave pursuant to Article 30 of this Collective Agreement.
- (b) Temporary Employees with six (6) months or more of continuous employment will be entitled to time off with pay for bereavement leave pursuant to Article 30 of this Collective Agreement.

37.06 Change of Status

- (a) A Temporary Employee who transfers to Regular full-time or Regular part-time employment with the Employer shall be credited with the following entitlements earned during their period of employment:
 - (i) salary increments;
 - (ii) vacation entitlement; and
 - (iii) seniority in accordance with Article 34.

- (b) A Temporary Employee shall also be credited with sick leave earned and not taken during their period of temporary employment.

ARTICLE 38: CASUAL EMPLOYEES

38.01 Application

- (a) Except as specifically provided hereinafter, the provisions of this Collective Agreement shall not apply to Casual Employees.

- (b) The provisions of Articles:

- Article 1: Term
- Article 2: Definitions
- Article 3: Recognition and Union Business
- Article 4: Union Membership, Security and Dues Deduction
- Article 5: Management Rights
- Article 6: No Discrimination
- Article 7: Occupational Health and Safety
- Article 8: Job Classification
- Article 9: Bulletin Boards
- Article 10: Grievance Procedure
- Article 11: Grievance Arbitration
- Article 12: Probationary Period
- Article 13: Salaries
- Article 18: Pyramiding
- Article 19: Shift Premium
- Article 20: Weekend Premium
- Article 21: Travel Expenses
- Article 29: In-Service Programs, and
- Article 31: Uniforms/Footwear/Lockers
- Article 32: Appointments, Promotions, Transfers and Vacancies
- Article 33: Discipline and Dismissal
- Article 36: Temporary Assignment
- Article 38: Evaluations and Personnel File; and
- Article 39: Copies of the Collective Agreement

shall apply to Casual Employees.

38.02 Hours of Work

- (a) The provisions of Article 14 apply to Casual Employees employed in a regularly scheduled Full-Time or Part-Time capacity in accordance with Article 2.01(c)(ii) or(iii).

- (b) Hours of work for a Casual Employee shall be up to seven and three-quarter (7 $\frac{3}{4}$) hours in a day.
- (c) Casual Employees shall be permitted one (1) rest period of fifteen (15) minutes during each period of three point eight seven five (3.875) hours of work, the time of which shall be scheduled by the Employer. Rest periods will not be scheduled in conjunction with meal periods, starting times, quitting times, or taken together except by mutual agreement of the Employee and the Employer. Every shift of five (5) hours or longer shall include an unpaid meal period of not less than thirty (30) minutes, to be scheduled by the Employer, unless mutually agreed otherwise.

38.03 Reporting for a Later Shift

In the event that a Casual Employee is required by the Employer to report to work and is then not permitted to commence work or is required to return to duty at a later hour, or not required to work, such Employee shall be compensated by receiving three (3) hours' pay at the Basic Rate of Pay.

38.04 Required to Cease Work Prior to End of Shift

Should a Casual Employee report and commence work as required by the Employer and be required to cease work prior to completion of their scheduled shift and return to duty at a later hour, they shall receive their basic hourly rate of pay for all hours worked with an addition of two (2) hours' pay at their Basic Rate of Pay for that inconvenience.

38.05 Overtime

- (a) The provisions of Article 15 apply to Employees employed in a regularly scheduled Full-Time or Part-Time capacity in accordance with Article 2.01(c)(ii) or (iii).
- (b) The Employer shall determine when overtime is necessary and for what period of time it is required:
 - (i) all authorized overtime worked in excess of and in conjunction with seven and three-quarter (7 $\frac{3}{4}$) hours per day shall be paid at the rate of two times (2X) the Basic Rate of Pay. Authorization for overtime after the fact by the Employer shall not be unreasonably denied where overtime arises as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization; or

- (ii) all overtime worked in excess of seventy-seven and one-half (77 1/2) hours in a fourteen (14) calendar day period shall be paid at two times (2X) the Basic Rate of Pay;

whichever is greater.
- (c) When a Casual Employee is regularly scheduled, such Employee shall not be required to layoff during a regularly scheduled shift to equalize any overtime previously worked.

38.06 **On-Call/Call-Back**

- (a) The provisions of Article 16 and 17 apply to Employees employed in a regularly scheduled Full-Time or Part-Time capacity in accordance with Article 2.01(c)(ii) or (iii).
- (b)
 - (i) On-call duty shall mean any period during which a Casual Employee is not working but during which the Employee is required by the Employer to be readily available to respond without undue delay to any request to report to work.
 - (ii) For each assigned hour of authorized on-call duty, a Casual Employee shall be paid the sum of three dollars and thirty cents (\$3.30) per hour except that on Named Holidays such Employee shall be paid the sum of four dollars and fifty cents (\$4.50) per hour. A Named Holiday shall run from 0001 hours on the Named Holiday to 2400 hours of the same day.
 - (iii) A Casual Employee who is called back to work during the on-call period shall not be paid for those hours worked during the on-call period in accordance with Article 38.06(a)(ii) but shall be paid for the hours worked during the on-call period in accordance with the call-back provision of Article 17.02.
 - (iv) When an Employee is supplied a pocket pager/cell phone by the Employer for the purpose of on-call duty, there shall be no cost to the Employee for the use of the pocket pager/cell phone.
- (d) A Casual Employee who has completed a shift and is called back and required to return to work shall be reimbursed for reasonable, necessary and substantiated transportation expenses and, if the Employee travels for such purpose by private automobile, reimbursement shall be at the Alberta Government rate per kilometre from the Employee's residence to the work site and return provided the return is prior to the commencement of the Employee's next shift.

38.07 **Vacation**

- (a) In lieu of vacation Casual Employees shall be paid in addition to their earnings at the Basic Rate of Pay:
 - (i) six percent (6%) of their earnings at the Basic Rate of Pay.
- (b) Casual Employees shall be allowed:
 - (i) twenty-one (21) calendar days off without pay for their vacation in the first (1st) and second (2nd) year of employment;
 - (ii) twenty-eight (28) calendar days off without pay for their vacation after the third (3rd) and subsequent years of employment.

38.08 **Named Holidays**

- (a) Casual Employees required to work on a Named Holiday shall be paid at:
 - (i) one and one-half times (1 1/2X) their Basic Rate of Pay for work performed up to seven and three-quarter (7 3/4) hours;
 - (ii) two and one-half times (2 1/2X) their Basic Rate of Pay for all overtime hours worked.
- (b) A Casual Employee required to work on the August Civic Holiday and Christmas Day shall be paid at:
 - (i) two times (2X) their Basic Rate of Pay for work performed up to seven and three-quarter (7 3/4) hours;
 - (ii) three times (3X) their Basic Rate of Pay for all overtime hours worked.
- (c) Casual Employees shall be paid five percent (5%) of their earnings at the Basic Rate of Pay and of their vacation pay in lieu of Named Holidays.

38.09 **Employee Benefits**

Casual Employees are not entitled to participate in the Health Benefits Plan.

38.10 **Bereavement Leave**

- (a) Casual Employees will be entitled to time off without pay in lieu of bereavement leave pursuant to Article 30 of this Collective Agreement.

38.11 Workers' Compensation

Workers' Compensation Board coverage will be provided for Casual Employees.

38.12 Seniority

Casual Employees do not accumulate seniority.

38.13 Change of Status

(a) A Casual Employee who transfers to regular full-time or regular part-time employment with the Employer shall be credited with the following entitlements earned during their period of employment:

- (i) salary increments;
- (ii) vacation entitlement; and
- (iii) seniority in accordance with Article 34.

38.14 Deemed Voluntary Termination

Provided that there are available shifts that have been offered, a Casual Employee who has not worked any hours within a six (6) month period without making prior arrangements that would allow for a period of inactivity, will be deemed to have Voluntarily Terminated their services with the Employer.

ARTICLE 39: EVALUATIONS AND PERSONNEL FILES

39.01 (a) The parties to this Collective Agreement recognize the desirability of Employee evaluations. Evaluations shall be conducted regularly in accordance with the policy of the Employer.

(b) Evaluations shall be for the constructive review of the performance of the Employee.

39.02 All such evaluations shall be in writing.

39.03 (a) Meetings for the purpose of the evaluation interview shall be scheduled by the Employer with reasonable advance notice, which shall not be less than twenty-four (24) hours. The Employee may review their personnel file prior to the interview upon their written request.

(b) The Employee shall be given a copy of their completed evaluation at the conclusion of the interview or no later than seven (7) calendar days from the interview date. The Employee shall sign the completed evaluation document upon receipt for the sole purpose of indicating that they are aware

of the evaluation. They shall have the right to respond in writing within seven (7) calendar days of receipt of the evaluation document, and their reply shall be placed in their personnel file.

- (c) If an evaluation interview is scheduled on an Employee's off duty hours or on days of rest, the Employee shall be compensated at the applicable rate.

39.04 An Employee's evaluation shall be considered confidential and shall not be released by the Employer to any person, except a Board of Arbitration, the Employer's counsel, or as required by law, without the written consent of the Employee.

ARTICLE 40: COPIES OF COLLECTIVE AGREEMENT

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

40.02 The Collective Agreement shall be printed in pocket size form by the Union, and the cost shall be shared equally between the parties.

ARTICLE 41: CONTRACTING OUT

41.01 Where the Employer finds it becomes necessary to transfer, assign, sub-contract or contract out any work or functions performed by Regular employees covered by this Collective Agreement, the Employer shall notify the Union sixty (60) days in advance of such change and will meet and discuss reasonable measures to protect the interests of affected employees.

LETTER OF UNDERSTANDING #1

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

EMPLOYEE MANAGEMENT ADVISORY COMMITTEE

1. The parties to this Collective Agreement agree to establish an Employee - Management Advisory Committee or the equivalent for the purpose of promoting harmonious relationships between the parties and discussing topics of mutual concern between the Employees of the Employer.
2. There shall be no loss of income for time spent by Employees at meetings and in carrying out the functions of this Committee.
3. This Letter of Understanding will expire March 31, 2024 or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #2

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

SEVERANCE

1. Severance will be offered as a result of organizational changes that result in the permanent reduction in the number of Regular Employees in the bargaining unit.
2. The Employer will offer the following severance to eligible Regular Employees, as defined in clause 3 of this Letter of Understanding:
 - (a) A Regular Full-time Employee shall be eligible for severance pay in the amount of two (2) weeks' full-time pay at their Basic Rate of Pay for each full year of continuous employment to a maximum of forty (40) weeks' pay.
 - (b) A Regular Part-time Employee shall be eligible for severance pay in the amount of two (2) weeks' full-time pay at their Basic Rate of Pay for each full period of one thousand eight hundred and thirteen point five zero (1,813.50) hours worked at the Basic Rate of Pay to a maximum of forty (40) weeks' pay.
 - (c) For purposes of severance, continuous employment will be calculated from the last date of hire recognized with the Employee's current Employer.
3. A Regular Employee who has been laid off in accordance with Article 35.07, and for whom no alternate employment is available, shall have the option to select either:
 - (a) layoff with recall rights as specified in Article 35.07 of the Collective Agreement; or
 - (b) severance in accordance with this Letter of Understanding.
4. A Regular Employee who accepts severance pay as described above shall have terminated their employment, with no further rights to recall.

5. An Employee who has been terminated for just cause or who has resigned or retired shall not be eligible for severance.
6. A Regular Employee who is laid off in accordance with Article 35.07 shall have fourteen (14) calendar days from the date of layoff to advise the Employer, in writing, that the Employee wishes to take the severance offered. The Employee's decision to accept severance shall mean that the Employee has selected layoff in accordance with Article 35.07 of this Collective Agreement.
7. (a) Employees who select severance will not be eligible for rehire by any Employer who is a Party to a collective agreement containing this provision, or any Employer or agency funded directly or indirectly by the Employer paying the severance, for the period of severance (which for the purpose of clarity means the period of time equal to the number of weeks of severance paid to the Employee).


(b) The Employee may be considered for hire by an Employer referred to in (a) provided they repay the Employer from whom severance was received, the difference, if any, between the time they were unemployed and the length of time for which the severance was paid.
8. Severance pay provided under this Letter of Understanding shall be deemed to be inclusive of any and all legislative requirements for termination notice.
9. This Letter of Understanding shall apply over a period of time beginning the date on which the Parties exchange notice of ratification for this Collective Agreement and ending or upon the date of ratification of the next Collective Agreement, whichever is later.
10. Severance will not apply when an Employee is moved from this Bargaining Unit to another Bargaining Unit.

ON BEHALF OF THE EMPLOYER



DATE: May 3, 2023

ON BEHALF OF THE UNION



DATE: June 5, 2023

LETTER OF UNDERSTANDING #3

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

EMPLOYMENT IN MULTIPLE POSITIONS

The Parties agree that this Letter of Understanding applies to Employees who hold more than one (1) position within the bargaining unit as of the date of ratification of this Collective Agreement or to Employees who subsequently attain more than one (1) position within the bargaining unit.

1. An Employee is responsible for notifying their supervisor that they are employed in multiple positions with the Employer.
2.
 - (a) Employees shall not be employed within the bargaining unit in greater than full-time capacity. Employees currently employed in greater than a full-time capacity shall be given three (3) months' notice of this requirement. In extenuating circumstances, the three (3) months' notice may be extended.
 - (b) Notwithstanding the above, an Employee who holds a part-time position(s) may work additional shifts, however, it is intended that the total hours will not normally exceed full-time hours, and in any case shall not contravene this Collective Agreement.
3. Subject to the Employer's operational ability to do so, the Employer agrees to combine the regular hours of work of multiple positions held by an Employee for the purpose of benefit eligibility, Personal Leave eligibility, Vacation, Sick Leave, Named Holidays, Increments, placement on the Salary Appendix and Seniority, provided that the following conditions are met:
 - (a) the total hours of the positions do not exceed full-time employment as defined in this Collective Agreement; and
 - (b) the regular hours of work to be combined are associated with Regular part-time positions; and
 - (c) the positions are in the same classification and certificate and their schedules can be made Collective Agreement compliant, or the Employer and Employee mutually agree to waive the scheduling provision of Article 14, Hours of Work, in the Collective Agreement.

4. Where the regular hours of work of multiple positions cannot be combined in accordance with 3 above because they are in different classifications, they may be combined for the purposes of determining benefit eligibility only.
5. An Employee who holds multiple positions would have their salary adjusted to the highest increment level achieved in any of the positions currently held, providing that the positions are the same classification. The time period for any further increment advancement would include any regular hours already worked and not credited towards the next increment level.
6. An Employee who holds multiple positions would have the earliest "seniority date" recognized for the purpose of Article 34, Seniority.
7. Probation and trial periods will apply to each component of the multiple positions. Probation is completed upon the successful completion of the first probationary period, with probation in second and subsequent positions reverting to a trial period within the provisions of the Collective Agreement except that there shall be no obligation on the Employer's behalf to reinstate the Employee in their former position.
8. Layoff and recall provisions shall apply individually to each position.
9. An Employee who holds multiple positions, and who fails to report for work as scheduled due to a conflict in schedules, may be required to relinquish one of the positions.
10. An Employee who accepts multiple positions:
 - (a) acknowledges the Employer's requirement to manage shift scheduling based on operational need. If a schedule changes as a result of operational requirements, then an Employee may be required to resign one or more of their positions. Should an Employee be required to resign from a position(s) under these circumstances, they shall be given twenty-eight (28) days' notice of such requirement or such lesser time as may be agreed between the Employer and the Union.
 - (b) The Employer reserves the right to deny or terminate multiple position situations based on operational requirements or health and safety factors, subject to all provisions of the Collective Agreement.

This Letter of Understanding shall expire on March 31, 2024, or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER

Williams

DATE: May 3, 2023

ON BEHALF OF THE UNION

[Signature]

DATE: June 5, 2023

LETTER OF UNDERSTANDING #4

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

OFF-SCHEDULE WAGE RATES


1. Should the Employer experience difficulty recruiting Employees due to marketplace rates of pay, the Employer's Site Leader may set classification-specific off-schedule pay scales above those contained in the salary appendix of this collective agreement (Salary Appendix). The off-schedule classification pay scale shall apply to all incumbents in an affected classification(s).
2. The Union will be notified of off-schedule changes made in paragraph #1. Such notice shall include the affected classification(s), and the off-schedule classification pay scale(s).
3. Affected Employees shall be placed on the step of the pay scale, if applicable, that matches an Employee's step on the day before off-schedule pay scale implementation. Increments under the off-schedule pay scale, if applicable, will be earned at the rate set out in Article 13.02. Affected Employees shall port their hours-towards-next-increment bank to the applicable step under the off-schedule pay scale.
4. The Employer may cancel off-schedule wage rates by providing affected Employees with three (3) months' notice, in writing, of cancellation of the off-schedule rates, following which, affected Employees will be returned to their applicable basic rate of pay in the Salary Schedule.

This Letter of Understanding shall expire on March 31, 2024, or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #5

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

ALTERNATE DISPUTE RESOLUTION PROCESS (ADRP)

Whereas the Parties agree it is in their best interests to have disputes resolved expeditiously, and

Whereas the Parties agree it is in their best interests to have disputes resolved in an economical manner, and

Whereas the Parties agree, where possible, the Parties benefit from face-to-face dialogue with a full vetting of the issues,

Therefore, the Parties agree, for a period from date of ratification of this Collective Agreement until the last day of the term of this Agreement they will trial a Alternate Dispute Resolution Process (ADRP) mechanism.

The basis of the ADRP process is as follows:

- (a) Prior to a matter being arbitrated, the Parties may agree to refer the matter to a ADRP. Reference of a matter to the ADRP is voluntary and must be agreed to by both Parties.
- (b) The purpose of the ADRP is to have an open, non-binding discussion in an attempt to reach a resolution.
- (c) Discussions and proposed resolutions are made on a without prejudice basis and are for the purpose of attempting to achieve a settlement.
- (d) Any and all information or documents shared during, or in preparation to the ADRP are considered privileged and cannot be used in any further proceedings without proper introduction as evidence.
- (e) Each ADRP will be facilitated jointly by one (1) person from the Union and one (1) person from the Employer.
- (f) The ADRP will make recommendations to resolve the issue. Recommendations can take any form the Parties feel are appropriate. Recommendations are non-

binding on the Parties, have no precedential value, and are considered privileged and may not be used for any other purpose.

ON BEHALF OF THE EMPLOYER

Williams

DATE: May 3, 2023

ON BEHALF OF THE UNION

[Signature]

DATE: June 5, 2023

LETTER OF UNDERSTANDING #6
BETWEEN
COVENANT HEALTH, BONNYVILLE HEALTH CENTRE
AND
THE HEALTH SCIENCES ASSOCIATION OF ALBERTA
MUTUAL AGREEMENT TO ADJUST FTES

WHEREAS the Parties see the mutual value in:

- providing Employees with confirmation of their full-time equivalent (FTE);
- defining approaches to enable the adjustment of FTEs for Employees where mutually agreed; and
- 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 Employee.
 - (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. Such changes in FTE shall not exceed 0.3 FTE.
 - (ii) The Employer shall advise the Union of all such requests within seven (7) days of the request being made.
 - (iii) The Employer shall indicate approval or disapproval in writing within twenty (20) working days of the request and such request shall not be unreasonably denied subject to operational requirements.
 - (iv) The Employer may offer to increase an Employee's FTE following consultation with the Union.
 - (v) 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 paragraph 1(a) above:

- (i) Regular hours of work for that classification within the bargaining unit shall not be reduced.
- (ii) Amendments to FTEs will be limited to the work area from which the original request was received.
- (iii) Such changes shall be confirmed in writing to the Employee, and a copy shall be provided to the Union.
- (iv) When an Employee(s) decreases their FTE, the resultant FTE shall first be offered to other Employees in the same department and classification. Seniority shall be used to determine who will receive the additional FTE.
- (v) If the changes, after application of (iv) above result in FTE in excess of 0.4 FTE in any one classification, a new position of the FTE shall be posted.


2. Mutual agreement to amend FTEs shall not be considered a violation of the posting provisions of Article 32: Appointments and Transfers, or the provisions of Article 35: Layoff and Recall.

3. Where mutual agreement is not reached to amend FTEs, the strict provisions of this Collective Agreement shall apply.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #7

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

DIRECT DEPOSIT


The Parties agree that:

1. The Employer will deposit an Employee's pay cheque by way of direct deposit in a bank or financial institution of the Employee's choosing.
2. Direct deposit of an Employee's pay cheque shall be made to the bank or financial institution of the Employee's choice no later than 0800 hours on the designated pay day.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #8

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

- AND -

HEALTH SCIENCES ASSOCIATION OF ALBERTA

**ALTERNATE SCHEDULING OPTION TRIAL FOR FULL-TIME AND PART-TIME
EMPLOYEES**

Whereas the Employer has advised that the current provisions in Article 14 prevent the Employer from developing contract compliant shift schedules in certain departments, and

Whereas the Parties agree that it may be mutually beneficial to make available a secondary option for shift schedules,

Therefore, the Parties agree:

1. On a trial basis, for the term of this Collective Agreement, optional scheduling provisions will be available which may be applied with written agreement between the Employer and the Union.

Where this option is applied, the relevant provisions of Article 14.07(c) or Article 14.08(c) shall be amended as follows:

- (i) not more than two (2) different shift starting times between scheduled days off;
- (ii) at least two (2) of the scheduled days off to be consecutive in each two (2) week period;
- (iii) excepting Part-Time Employees who are employed specifically for weekend work, where possible one (1) weekend off in each two (2) week period but, in any event, two (2) weekends off in each five (5) week period;
- (iv) at least fifteen and one-half (15 1/2) hours between scheduled shifts;
- (v) no split shifts; and
- (vi) not more than seven (7) consecutive scheduled days of work.

Clause 14.08(e)(iv) shall be amended as follows:

- (iv) The Part-Time Employee does not work in excess of seven (7) consecutive days, without days off.

All other provisions of Article 14 remain in full effect. The written agreement shall include the shift schedule to which the agreement applies. Any agreement made pursuant to this Letter of Understanding shall be on a trial basis for a period of six (6) months and may be terminated by either party with eight (8) weeks' written notice. The trial period may be extended by mutual agreement. When the agreement has been terminated the shift schedules shall revert back to the schedule in place prior to the trial and the Parties shall sign an agreement for optional scheduling as per Article 14.10, where required.

2. The Parties will meet within sixty (60) days of the date of ratification to begin discussions to review the current scheduling provisions and look for possible solutions and/or alternative(s) to the current provisions that will result in compliant shift schedules.


This Letter of Understanding will expire March 31, 2024, or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER



DATE: May 3, 2023

ON BEHALF OF THE UNION



DATE: June 5, 2023

LETTER OF UNDERSTANDING #9

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

- AND -

HEALTH SCIENCES ASSOCIATION OF ALBERTA

WORKLOAD APPEAL PROCESS

An Employee's workload is a matter of fluctuation that may be impacted by numerous factors including, but not limited to seasonality, surge periods, process improvements and efficiencies, staff/resource fluctuations, shifting priorities, and increasing demands.

The Parties recognize the importance of discussions regarding workload. It is agreed that workload concern(s) for discussion represent ongoing, systemic, long-term issues which have continued for a minimum period of thirty (30) calendar days. This does not preclude an Employee from discussing their workload with their Department Manager prior to the thirty (30) days.

1. Review Process

If an Employee has concern(s) regarding their ongoing workload, that have not been resolved through informal discussion with their Department Manager, the Employee may initiate a workload appeal process as follows:

Level 1

Ongoing workload concern(s) which have continued for a minimum period of thirty (30) calendar days, may be filed in writing by the Employee directly to their Program Manager, who shall meet with the Employee to discuss and resolve the specifics of the concern(s). The Program Manager will meet with the Employee and formally respond in writing within fourteen (14) calendar days of receipt of the workload concern(s).

Level 2

If the Employee is not satisfied with the outcome at Level 1, within seven (7) calendar days of the response at Level 1, the Employee may submit the workload concern(s) in writing to the Site Administrator. The Site Administrator shall make the final decision regarding the workload appeal, and convey the decision in writing, to the Employee within fourteen (14) calendar days of receipt of the workload concern(s).

2. **Time Limits**

The time limits in the Workload Appeal Process may be extended by mutual agreement of the Parties.

3. A representative of the Union may assist an Employee or group of Employees during the Workload Appeal Process.

4. **Dispute Resolution**

(a) The application of the processes of this Letter of Understanding is subject to Article 10: Grievance Procedure.

(b) The final decision regarding the outcome of the Workload Appeal Process is not subject to Article 10: Grievance Procedure.


This Letter of Understanding will expire March 31, 2024, or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER



DATE: May 3, 2023

ON BEHALF OF THE UNION



DATE: June 5, 2023

LETTER OF UNDERSTANDING #10

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

- AND -

HEALTH SCIENCES ASSOCIATION OF ALBERTA

EXTENDED WORKDAY - COMMUNITY PEACE OFFICERS (CPO)

WHEREAS: the Employer has created a new classification – Community Peace Officer (CPO); and

WHEREAS: the Union has reviewed the position title and salary scale and does not object to the Employer's position title or salary scale; and

WHEREAS; the Employer has identified a potential need to implement an extended workday for the CPO classification; and

WHEREAS; that would require an amendment to the collective agreement;

THEREFORE, the Parties agree, as follows:

The Employer and the Union acknowledge and confirm that all provisions of the Collective Agreement shall remain in full force and effect for Community Peace Officers (CPO) at the Bonnyville Health Centre working an extended workday, except as modified by this Letter of Understanding.

Amendments to Collective Agreement Articles:

1. Hours of Work

- (a) Regular hours of work exclusive of meal periods for Full-time Community Peace Officers (CPO) working extended workdays shall:
 - (i) not exceed eleven and one half (11 1/2) consecutive hours per day; not exceed seventy-eight point seven five (78.75) hours in a fourteen (14) calendar day period over one (1) complete cycle of the schedule rotation; and
 - (iv) Except where overtime is necessitated, maximum on duty hours shall not exceed twelve (12) hours per day as determined by the

start and finish times of the shift.

- (v) Provide for at least twelve (12) hours between regularly scheduled shifts;
 - (vi) No more than four (4) consecutive extended shifts without receiving days off unless otherwise mutually agreed by the Parties.
- (b) Regular hours of work for Part-time (CPO) Employees, working extended workdays shall, inclusive of meal breaks:
- (i) not exceed twelve (12) consecutive hours per day;
 - (ii) Be less than seventy-eight point seven five (78.75) hours in a fourteen (14) calendar day period over one (1) complete cycle of the schedule rotation; and
 - (iii) Except where overtime is necessitated, maximum on duty hours shall not exceed twelve (12) hours per day as determined by the start and finish times of the shift.
 - (iv) Provide for at least twelve (12) hours between regularly scheduled shifts;
 - (v) No more than four (4) consecutive extended shifts without receiving days off unless otherwise mutually agreed by the Parties.
- (c) Meal Periods and Rest Periods
- (i) Regular hours of work shall include paid rest periods as scheduled by the Employer and shall exclude at least one (1) and not more than two (2) unpaid meal periods of up to thirty-five (35) minutes each.
 - (ii) Total time in minutes of paid rest periods shall be calculated in the following manner:
$$\frac{\text{Length of Shift} \times 0.5 \times 60}{7.75}$$
- (d) Failure to provide at least twelve (12) hours rest between regularly scheduled shifts shall result in payment of overtime at established rates for any hours worked during normal rest periods unless the Employer and the Union have mutually agreed to optional scheduling provisions that

provide for less than twelve (12) hours rest between regularly scheduled shifts.

(e) Shift Exchanges

(i) Employees may exchange shifts amongst themselves provided that the exchange is agreed to in writing between the affected Employees; and prior approval of such an exchange has been given by the Employees immediate supervisor.

(ii) Such exchange shall be recorded on the shift schedule for payroll recording and will not be deemed a violation of the scheduling provisions of this Article, nor shall it result in any extra cost for the Employer.

2. Overtime

(a) When authorized by the Employer, any time in excess of the regularly daily hours specified in Clause 1 (a) and (b), or on scheduled days of rest shall be paid at the rate of two times (2X) the Basic rate of Pay.

(b) An Employee who is required to perform overtime following and in conjunction with their regular shift of a duration greater than two (2) hours shall be allowed an additional one-half ($\frac{1}{2}$) hour meal break and will be reimbursed for the meal purchased by the Employee in accordance with the Covenant Health Travel Policy.

(c) No Employee shall be required or permitted to work more than a total of fourteen (14) hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period beginning at the first (1st) hour the employee reports for work.

3. Vacation with Pay

(a) For the purposes of this LOU, "Day" means an eleven and one-half hour (11.5 Hr) shift.

(b) During each year of continuous service in the employ of the Employer, a Regular Full-time Employee shall earn entitlement to a vacation with pay. The rate of earning entitlement shall be as follows:

(i) During the first (1st) and second (2nd) years of such employment a Full-time Employee earns a vacation time of ten days.

(ii) During the third (3rd) to ninth (9th) years of such employment a

Full-time Employee earns a vacation time of 14 days;

- (iii) During the tenth to nineteenth (19th) years of such employment a Full-time Employee earns vacation time of 17 days;
 - (iv) During the twentieth (20th) and subsequent years of such employment a Full-time Employee earns a vacation time of 21 days.
- (c) Supplementary Vacation shall be earned in accordance with Article 22.01 (b) of the Collective Agreement.
 - (d) Part-time employees shall earn vacation in accordance with Article 22.02 (a) of the collective agreement and supplementary vacation in accordance with 22.02 (c) of the collective agreement.

4. Sick Leave

- (a) Full Time Employees:

Sick leave credits for a Full Time Employee shall be earned and credited at the rate of eleven point six two five (11.625) hours per month to a maximum of nine hundred and thirty (930) hours.

- (b) Part-Time Employees:

Sick leave credits for a Part Time Employee shall be earned and credited at the rate of eleven point six two five (11.625) hours per month, to a maximum of nine hundred and thirty (930) hours, pro-rated on the basis of the hours worked by the Part-time Employee in relation to the regularly scheduled hours for a Full-time Employee.

5. Court Appearance

- (a) In the event an Employee is summoned to serve jury duty or is served with a subpoena to appear as a witness in a court of law, and provided that such court service does not exceed one-half ($\frac{1}{2}$) the Employee's scheduled hours of work for that day, the Employee will work the difference in scheduled hours and the time spent in court service. For the purpose of the Employee reporting to work, travel time shall be considered as time required to attend court.
- (b) In the event that such court service exceeds one-half ($\frac{1}{2}$) of the Employees scheduled hours of work for that day the Employee will be paid for all scheduled hours as if worked at the basic rate of pay.

- (c) An Employee called to testify on behalf of the Employer on their day off shall have the time spent testifying considered time worked and shall be paid at two times (2X) their basic rate of pay.
 - (d) An Employee called to testify on behalf of the Employer on the day of a scheduled evening shall be granted a leave of absence for those scheduled shift(s) so missed and suffer no loss of earnings.
 - (e) An Employee called to testify on behalf of the Employer between night shifts or after the last night shift in their rotation shall be granted a leave of absence with pay commencing eight (8) hours prior to the court start time. The Employee will be given eight (8) hours of rest prior to attending their regularly scheduled night shift provided the Employer is notified prior to fourteen hundred (1400) hours. The Employee shall suffer no loss of regular pay when this occurs.
 - (f) An Employee required to so serve will notify their Department Head as soon as possible following receipt of the summons or subpoena
6. The Employer has the obligation to maintain records under the Peace Officer Program. Those documents cannot be used in assessing a disciplinary penalty where it would otherwise be removed under Article 33.06 (b).

ON BEHALF OF THE EMPLOYER

William

DATE: May 3, 2023

ON BEHALF OF THE UNION

[Signature]

DATE: June 5, 2023

LETTER OF UNDERSTANDING #11

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

COMMUNITY PEACE OFFICER TRAINING

WHEREAS: Having fully trained Community Peace Officers providing security is beneficial to staff, patients, visitors, and the general public; and

WHEREAS: It is difficult to recruit fully qualified CPO's within Bonnyville and the surrounding area.

The Parties herewith agree as follows:

1. At the sole discretion of the Employer, applicants that are not qualified to perform restricted duties, but could qualify with additional training, may be hired conditional on the following terms:
 - a. The Employee must complete the requisite training; and
 - b. Covenant Health will provide training at no cost to the Employee; and
 - c. The Employee will sign a return service agreement of twelve (12) months.
2. Should the Employee be terminated for cause, or voluntarily resign from the Employer, the Employee will be required to reimburse the Employer for a portion of the total amount of the funds expended by the Employer in providing the training.
3. The applicant will be advised of the approximate costs prior to signing the Return to Service agreement.
4. The portion to be reimbursed shall equal the total cost, divided by the ratio of months remaining in the period as outlined in the formula below;

Total Costs

12 X Remaining Months

5. If there are extenuating circumstances, substantiated to the satisfaction of the Employer, leading up to the necessity of a voluntarily termination of employment,

the Employer will give due consideration to the terms and/or necessity of the repayment owing.

This Letter of Understanding will expire March 31, 2024 or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER

Williams

ON BEHALF OF THE UNION

[Signature]

DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #12

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA

EMPLOYEE BENEFIT PLAN IMPROVEMENTS


Further to Article 26: Employee Benefits, effective on the first day of the month following ninety (90) days from ratification, the coverage provided under the Employee Benefits Plan shall be amended as follows:

- Increase coverage Chartered Psychologist/Master of Social Work/Addictions Counsellor to a combined maximum of three thousand dollars (\$3000.00) per participant per benefit year.
- Increase coverage for Massage Therapy to fifty dollars (\$50.00) per visit to a maximum of one thousand dollars (\$1000.00) per benefit year.
- Add Naturopath and Acupuncturist to existing Physiotherapy coverage: \$35 per visit to a combined maximum of \$700.00 per benefit year.
- Increase coverage for Hearing Aides to five hundred dollars (\$500.00) every two (2) years.
- One hundred percent 100% coverage for usual and customary eye examination every twenty-four (24) months.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #13

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

AND

THE HEALTH SCIENCES ASSOCIATION OF ALBERTA


NO CONTRACTING OUT

1. Article 41, Contracting Out notwithstanding, the Employer shall not contract out to an external Employer, any service currently provided by Employees of the Employer, unless:
 - (a) the Employer has already issued a request for proposals (RFP) from external providers prior to January 17, 2023, (date of tentative agreement); or
 - (b) the service is already being provided by an external provider.
2. This does not prevent the Employer from utilizing contracted service providers for temporary projects, where there are insufficient available internal Employees to complete the required work at the Basic Rate of Pay, or in cases of emergency.
3. Other Organizational Changes - This does not prevent the Employer from making other organizational changes through attrition or through utilization of the provisions of Article 35, Layoff/Displacement/Recall Procedure.
4. This Letter of Understanding becomes effective on the date of ratification of this Agreement and shall expire on March 30, 2024.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #14

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

- AND -

HEALTH SCIENCES ASSOCIATION OF ALBERTA


**LUMP SUM PAYMENTS – RECOGNITION FOR SERVICES RENDERED DURING
THE COVID-19 RESPONSE**

1. On the pay period following the date of ratification, each Employee shall be issued a onetime premium payment of 1% of the Basic Rate of Pay for all hours worked between January 1, 2021 and December 31, 2021.
2. For the purposes of this one-time lump sum payment “hours worked” includes:
 - (a) Leaves of absence for Union business;
 - (b) Other leaves of absence of one (1) month or less;
 - (c) Time on sick leave with pay;
 - (d) Absences while receiving Workers’ Compensation;
 - (e) Educational leave up to 24 months; and
 - (f) Maternity, Parental, Compassionate/Terminal Care, parents of Critically Ill Child and Death or Disappearance of Child Leaves.
3. This payment will be paid within ninety (90) calendar days after the ratification of this Collective Agreement.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

LETTER OF UNDERSTANDING #15

BETWEEN

COVENANT HEALTH, BONNYVILLE HEALTH CENTRE

- AND -

HEALTH SCIENCES ASSOCIATION OF ALBERTA

ONE TIME LUMP SUM PAYMENT

Employees employed with the Employer on the date of ratification shall be issued a one-time premium payment as follows:


- (a) For Regular and Temporary Full-time Employees, a payment of \$1,400.00;
- (b) For Regular and Temporary Part-time and Casual Employees, a payment of \$1,400.00 prorated to all regular hours actually worked and paid at the Basic Rate of Pay between April 1, 2021, and March 31, 2022, to a maximum of 1.0 FTE.

This payment will be paid within ninety (90) calendar days following the Date of Ratification.

ON BEHALF OF THE EMPLOYER



ON BEHALF OF THE UNION



DATE: May 3, 2023

DATE: June 5, 2023

HSAА GSS Wage Grid

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Program Assistant I						
April 1, 2020 (0%)	\$19.26	\$20.03	\$20.86	\$21.67	\$22.57	\$23.43
April 1, 2021 (0%)	\$19.26	\$20.03	\$20.86	\$21.67	\$22.57	\$23.43
September 1, 2022 (1.25%)	\$19.50	\$20.28	\$21.12	\$21.94	\$22.85	\$23.72
April 1, 2023 (2%)	\$19.89	\$20.69	\$21.54	\$22.38	\$23.31	\$24.19
Program Assistant II						
April 1, 2020 (0%)	\$20.62	\$21.43	\$22.29	\$23.18	\$24.10	\$25.06
April 1, 2021 (0%)	\$20.62	\$21.43	\$22.29	\$23.18	\$24.10	\$25.06
September 1, 2022 (1.25%)	\$20.88	\$21.70	\$22.57	\$23.47	\$24.40	\$25.37
April 1, 2023 (2%)	\$21.30	\$22.13	\$23.02	\$23.94	\$24.89	\$25.88
Program Assistant III						
April 1, 2020 (0%)	\$22.79	\$23.67	\$24.64	\$25.60	\$26.62	\$27.70
April 1, 2021 (0%)	\$22.79	\$23.67	\$24.64	\$25.60	\$26.62	\$27.70
September 1, 2022 (1.25%)	\$23.07	\$23.97	\$24.95	\$25.92	\$26.95	\$28.05
April 1, 2023 (2%)	\$23.53	\$24.45	\$25.45	\$26.44	\$27.49	\$28.61
Unit Clerk						
April 1, 2020 (0%)	\$25.23	\$26.25	\$27.30	\$28.38	\$29.50	\$30.68
April 1, 2021 (0%)	\$25.23	\$26.25	\$27.30	\$28.38	\$29.50	\$30.68
September 1, 2022 (1.25%)	\$25.55	\$26.58	\$27.64	\$28.73	\$29.87	\$31.06
April 1, 2023 (2%)	\$26.06	\$27.11	\$28.19	\$29.30	\$30.47	\$31.68
Program Assistant IV						
April 1, 2020 (0%)	\$25.23	\$26.25	\$27.30	\$28.38	\$29.50	\$30.68
April 1, 2021 (0%)	\$25.23	\$26.25	\$27.30	\$28.38	\$29.50	\$30.68
September 1, 2022 (1.25%)	\$25.55	\$26.58	\$27.64	\$28.73	\$29.87	\$31.06
April 1, 2023 (2%)	\$26.06	\$27.11	\$28.19	\$29.30	\$30.47	\$31.68
Food Service Worker I						
April 1, 2020 (0%)	\$17.78	\$19.39				
April 1, 2021 (0%)	\$17.78	\$19.39				
September 1, 2022 (1.25%)	\$18.00	\$19.63				
April 1, 2023 (2%)	\$18.36	\$20.02				
Cook I						
April 1, 2020 (0%)	\$22.80	\$25.08				
April 1, 2021 (0%)	\$22.80	\$25.08				
September 1, 2022 (1.25%)	\$23.09	\$25.39				
April 1, 2023 (2%)	\$23.55	\$25.90				

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Laundry Worker I						
April 1, 2020 (0%)	\$17.78	\$19.39				
April 1, 2021 (0%)	\$17.78	\$19.39				
September 1, 2022 (1.25%)	\$18.00	\$19.63				
April 1, 2023 (2%)	\$18.36	\$20.02				
Laundry Worker II						
April 1, 2020 (0%)	\$19.43	\$21.23				
April 1, 2021 (0%)	\$19.43	\$21.23				
September 1, 2022 (1.25%)	\$19.67	\$21.50				
April 1, 2023 (2%)	\$20.06	\$21.93				
Environmental Services Worker I						
April 1, 2020 (0%)	\$17.78	\$19.39				
April 1, 2021 (0%)	\$17.78	\$19.39				
September 1, 2022 (1.25%)	\$18.00	\$19.63				
April 1, 2023 (2%)	\$18.36	\$20.02				
Environmental Services Worker II						
April 1, 2020 (0%)	\$19.43	\$21.23				
April 1, 2021 (0%)	\$19.43	\$21.23				
September 1, 2022 (1.25%)	\$19.67	\$21.50				
April 1, 2023 (2%)	\$20.06	\$21.93				
Working Lead, Cleaning & Linen Services						
April 1, 2020 (0%)	\$22.76	\$25.36				
April 1, 2021 (0%)	\$22.76	\$25.36				
September 1, 2022 (1.25%)	\$23.04	\$25.68				
April 1, 2023 (2%)	\$23.50	\$26.19				
Stores Worker						
April 1, 2020 (0%)	\$21.70	\$24.25				
April 1, 2021 (0%)	\$21.70	\$24.25				
September 1, 2022 (1.25%)	\$21.97	\$24.55				
April 1, 2023 (2%)	\$22.41	\$25.04				
Pharmacy Assistant						
April 1, 2020 (0%)	\$21.84	\$22.64	\$23.46	\$24.26	\$25.08	
April 1, 2021 (0%)	\$21.84	\$22.64	\$23.46	\$24.26	\$25.08	
September 1, 2022 (1.25%)	\$22.11	\$22.92	\$23.75	\$24.56	\$25.39	
April 1, 2023 (2%)	\$22.55	\$23.38	\$24.23	\$25.05	\$25.90	
Therapy Attendant						
April 1, 2020 (0%)	\$20.44	\$21.04	\$21.63	\$22.21	\$22.82	
April 1, 2021 (0%)	\$20.44	\$21.04	\$21.63	\$22.21	\$22.82	
September 1, 2022 (1.25%)	\$20.70	\$21.30	\$21.90	\$22.49	\$23.11	
April 1, 2023 (2%)	\$21.11	\$21.73	\$22.34	\$22.94	\$23.57	

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Recreation Assistant						
April 1, 2020 (0%)	\$22.39	\$23.35	\$24.30	\$25.25	\$26.23	\$27.11
April 1, 2021 (0%)	\$22.39	\$23.35	\$24.30	\$25.25	\$26.23	\$27.11
September 1, 2022 (1.25%)	\$22.67	\$23.64	\$24.60	\$25.57	\$26.56	\$27.45
April 1, 2023 (2%)	\$23.12	\$24.11	\$25.09	\$26.08	\$27.09	\$28.00
Therapy Assistant						
April 1, 2020 (0%)	\$23.80	\$24.83	\$25.82	\$26.86	\$27.85	\$28.82
April 1, 2021 (0%)	\$23.80	\$24.83	\$25.82	\$26.86	\$27.85	\$28.82
September 1, 2022 (1.25%)	\$24.10	\$25.14	\$26.14	\$27.20	\$28.20	\$29.18
April 1, 2023 (2%)	\$24.58	\$25.64	\$26.66	\$27.74	\$28.76	\$29.76
Medical Device Reprocessing Technician						
April 1, 2020 (0%)	\$21.63					
April 1, 2021 (0%)	\$21.63					
September 1, 2022 (1.25%)	\$21.90					
April 1, 2023 (2%)	\$22.34					
Certified Medical Device Reprocessing Technician						
April 1, 2020 (0%)	\$22.78	\$23.61	\$24.37	\$25.13	\$25.94	
April 1, 2021 (0%)	\$22.78	\$23.61	\$24.37	\$25.13	\$25.94	
September 1, 2022 (1.25%)	\$23.06	\$23.91	\$24.67	\$25.44	\$26.26	
April 1, 2023 (2%)	\$23.52	\$24.39	\$25.16	\$25.95	\$26.79	
Working Lead, Medical Device Reprocessing						
April 1, 2020 (0%)	\$26.56	\$27.22	\$27.91	\$28.59	\$29.21	
April 1, 2021 (0%)	\$26.56	\$27.22	\$27.91	\$28.59	\$29.21	
September 1, 2022 (1.25%)	\$26.89	\$27.56	\$28.26	\$28.95	\$29.58	
April 1, 2023 (2%)	\$27.43	\$28.11	\$28.83	\$29.53	\$30.17	
Maintenance Worker I						
April 1, 2020 (0%)	\$23.10	\$25.14				
April 1, 2021 (0%)	\$23.10	\$25.14				
September 1, 2022 (1.25%)	\$23.39	\$25.45				
April 1, 2023 (2%)	\$23.86	\$25.96				
Maintenance Worker II						
April 1, 2020 (0%)	\$26.14	\$28.53				
April 1, 2021 (0%)	\$26.14	\$28.53				
September 1, 2022 (1.25%)	\$26.47	\$28.89				
April 1, 2023 (2%)	\$27.00	\$29.47				
Maintenance Worker III						
April 1, 2020 (0%)	\$30.23	\$32.95				
April 1, 2021 (0%)	\$30.23	\$32.95				
September 1, 2022 (1.25%)	\$30.61	\$33.36				
April 1, 2023 (2%)	\$31.22	\$34.03				

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Electrician						
April 1, 2020 (0%)	\$41.59	\$44.90				
April 1, 2021 (0%)	\$41.59	\$44.90				
September 1, 2022 (1.25%)	\$42.11	\$45.46				
April 1, 2023 (2%)	\$42.95	\$46.37				

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:



M. Zambal

B. [unclear]

[unclear]

DATE: May 24, 2023

ON BEHALF OF THE UNION:



DATE: June 5, 2023