

September 22, 2021

BY EMAIL

Mark Kent
Labour Relations
Alberta Health Services
908, 9925 109 Street
Edmonton, AB T5K 2J8

Dear Mr. Kent:

RE: POLICY GRIEVANCE – NAMED HOLIDAY (NATIONAL DAY FOR TRUTH AND RECONCILIATION DAY) – 2021426-APL

Pursuant to Article 46: Grievance Procedure of the collective agreement between Alberta Precision Laboratories (APL) and the Health Sciences Association of Alberta (HSAA), I hereby submit the following policy grievance:

Nature of Grievance

APL formally notified HSAA on September 21, 2021, via email, that they will not be recognizing, and that employees will not be entitled to, the newly proclaimed National Day for Truth and Reconciliation general holiday set to be observed on September 30, 2021.

HSAA alleges the employer's action is a direct contravention, misinterpretation, and misapplication of the collective agreement.

Articles of the Collective Agreement Violated

In particular, but not limited to, Article 3: Managements Rights, Article 22: Named Holidays, Article 44: Part-Time, Temporary and Casual Employees, and any other related Articles, Legislations or Statutes that may become apparent or relevant during the processing of this grievance or at an arbitration hearing.

Edmonton Office
18410 – 100 Avenue NW
Edmonton, AB T5S 0K6
Fax: (780) 488-0534

Toll-free: 1-844-280-HSAA (4722)

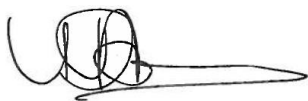
Calgary Office
6160-333 96 Avenue NE
Calgary, AB T3K 0S3
Fax: (403) 250-8576

Remedies Requested

We request that we be made whole in all respects including but not limited to:

1. A declaration that the employer has violated the collective agreement.
2. An order that APL cease and desist from violating the collective agreement.
3. That APL immediately rescinds the formal communication issued to HSAA and its members.
4. That all HSAA APL employees receive compensation and entitlements in accordance with Article 22: Named Holidays and Article 44: Part-Time, Temporary and Casual Employees of the collective agreement for the National Day for Truth and Reconciliation.
5. Failing the above, an order that the employer retroactively provide all impacted employees all entitlements in accordance with Article 22: Named Holidays and Article 44: Part-Time, Temporary and Casual Employees of the collective agreement.
6. Any other remedies that may be requested during the processing of this grievance or at an arbitration hearing

Sincerely,



Trina Avey
Labour Relations Officer

Cc: John Carpenter, Director of Labour Relations, North, HSAA
Isabelle Miller, Director of Labour Relations, South, HSAA
Victor Banfield, Director of Negotiations and Policy, HSAA