

**HSA – Covenant**  
**Summary of Tentative Agreement**  
**UPDATED: December 4, 2025**

LEGEND:

No Change
Signed off amended

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	COVENANT CONCESSIONS
#	TITLE			
	Preamble		<ul style="list-style-type: none"><li>No changes – neither party opened</li></ul>	
	Treaty Acknowledgement	Signed Off December 3, 2025	<ul style="list-style-type: none"><li>added treaty acknowledgement</li></ul>	
1	Term of Collective Agreement	Signed Off December 4, 2025	<ul style="list-style-type: none"><li>Four (4) year term expiring March 31, 2028</li></ul>	<ul style="list-style-type: none"><li>Covenant sought to delete 1.03 where an employee who would have received retro pay but for the termination of employment could upon written application within 90 days receive retro. Unsuccessful.</li></ul>
2	Definitions	Signed Off December 4, 2025	<ul style="list-style-type: none"><li>GAIN - 2.04 – Inclusion of Long Service Pay Adjustment which clarifies that LSPA is considered as part of the Basic Rate of Pay</li><li>GAIN – Inclusion of definition of Emergency</li></ul>	<ul style="list-style-type: none"><li>Covenant attempted to increase temporary employees to 24 months from 12 months. Unsuccessful.</li></ul>
3	Management Rights	Signed Off May 23, 2025	<ul style="list-style-type: none"><li>Signed off as current no changes</li></ul>	
4	Recognition and Union Business	Signed Off September 12, 2025	<ul style="list-style-type: none"><li>Housekeeping (addition of La Crete)</li></ul>	
5	Dues Deduction and Union Membership	Signed Off September 4, 2024	<ul style="list-style-type: none"><li>Union ability to alter dues in strike or lockout with 14 days’ notice</li></ul>	

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#	TITLE			
6	No Discrimination	Signed Off September 4, 2024	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought to introduce a blanket statement that feedback by managers relating to performance is not harassment. Unsuccessful.</li> </ul>
7	No Strike or Lockout	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes - neither party opened</li> </ul>	
8	Bulletin Boards	Signed Off June 25, 2024	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
9	Probationary Period	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
10	Hours of Work	Signed Off June 25, 2024	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
11	Work Schedules and Shifts	Signed Off June 4, 2025	<ul style="list-style-type: none"> <li>GAIN – working greater than 6 consecutive days of work will result in 2x rate of pay</li> <li>Added clarification to shift pattern changes that result in 2X rate of pay</li> <li>Title change from “Shift Trading” to “Shift Exchange”</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought to reduce the “weekend” block of time defined in Article 11 by 15 minutes. Unsuccessful.</li> <li>Covenant sought to amend waiver of scheduling entitlements from mutual agreement between Employer and Union to mutual agreement between Employer and Employee. Unsuccessful.</li> </ul>
12	Overtime	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>GAIN - Employer shall limit the use of mandatory OT</li> </ul>	
13	On-Call Duty	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 13.05 - Increase of on-call premium rates to \$7/hour for regularly scheduled days of work, days off, and named holidays.</li> <li>GAIN – 13.10 – Increase to .55/KM GOA rate and added ride share</li> </ul>	

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#	TITLE			
14	Salaries	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>GAIN – Strike out the employers’ ability to withhold salary increments.</li> <li>GAIN - Removal of 90% pay for Employees waiting licensing/registration. Employees will now be placed at the starting rate of the classification level to which they have been hired.</li> <li>GAIN - Salary recognition for pharmacists completing an accredited second year residency program. Individuals will start at step 3 on the salary scale</li> <li>Other non-substantive changes within Article 14</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought removal of sole-charge designation and associated premium. Unsuccessful.</li> </ul>
15	Recognition of Previous Experience	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Non-substantive change</li> </ul>	
16	Shift Differential and Weekend Premium	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	
17	Responsibility Pay	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN: Preceptor Pay \$2.00 per hour</li> </ul>	
18	Temporary Assignments	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>GAIN: OT/call-back premiums paid at higher basic rate of pay when an Employee is directed to perform duties of a higher level classification</li> <li>GAIN: no seniority carve out for temporary out-of-scope position</li> </ul>	
19	Ambulance Duty and Camp Allowance	Signed Off January 24, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought removal of both Ambulance Duty and Camp Allowance stipends. Unsuccessful.</li> </ul>

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	COVENANT CONCESSIONS
#	TITLE			
20	Travel Expenses	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Housekeeping - 20.02 (a) removal of actual dollar amount per KM and substitute with highest nontaxable rate allowable by the CRA.</li> <li>GAIN - 20.02 (b)(ii) – increase Alberta KM rate to 0.55 Cents per KM</li> <li>GAIN - 20.02 (f) – KMS threshold – reduced from 25 KMS to 20 KMS</li> <li>20.02 (g) Clarification on Kilometrage for those working in remote/hybrid positions</li> <li>GAIN - 20.05 (a) – Increase in meal allowance: <ul style="list-style-type: none"> <li>Breakfast - \$13.00</li> <li>Lunch - \$17.00</li> <li>Supper - \$27.00</li> </ul> </li> </ul>	
21	Vacation with Pay	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
22	Named Holidays	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>HSAA fought for the addition of National Day of Truth and Reconciliation to the list of Named Holidays to 22.01 (a) - <b><u>No change as it was withdrawn in mediation</u></b></li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought forfeiture of floater day (full-time employees) as opposed to pay-out if it is not used. Unsuccessful.</li> <li>Covenant sought to remove the ability to qualify for a stat day if an employee is scheduled to work the stat but does not due to illness. Unsuccessful.</li> </ul>
23	Sick Leave	Signed Off February 27, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
24	Workers' Compensation	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
25	Employee Benefit Plans	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>25.01 (c) – Non substantive changes</li> </ul>	

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#	TITLE			
26	Pension Plan	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	
27	Over/Under Payments	Signed Off September 4, 2024	<ul style="list-style-type: none"> <li>GAIN – Employer to act reasonably when arranging repayment options.</li> </ul>	
28	Seniority	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No Changes – neither party opened</li> </ul>	
29	Promotions, Transfers and Vacancies	Signed Off February 27, 2025	<ul style="list-style-type: none"> <li>GAIN – Employees no longer disadvantaged when moving from a higher to lower classification and then back to the same higher classification</li> <li>Other non-substantive changes and housekeeping</li> </ul>	
30	Layoff and Recall	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN: layoff notice period increased from 14 to 28 days</li> <li>GAIN: displacement option changed from “least senior” employee to “a less senior” employee</li> </ul>	
31	Technological Change	Signed Off September 4, 2024	<ul style="list-style-type: none"> <li>GAIN: notice period increased from 6 to 8 weeks</li> </ul>	
32	Contracting Out	Signed Off September 12, 2025	<ul style="list-style-type: none"> <li>No Changes</li> </ul>	
33	Leaves of Absence	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 33.03 (f) – Professional Development Days (NEW). 1-day effective date of ratification and 3 days April 1<sup>st</sup>, 2026. Applicable to regular employees per fiscal year.</li> <li>GAIN – 33.09 – Leave for Public Office now includes regular employees who are elected to serve at the Municipal, Provincial, Federal, First Nations, or other Indigenous Government Level. Allows for an unpaid</li> </ul>	

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			leave of absence for a period of up to 5 years (previously 4 years). <ul style="list-style-type: none"> <li>GAIN – 33.13 – Domestic Violence Leave is now paid for up to 5 days.</li> <li>GAIN – 33.18 – Citizenship Ceremony leave of 1/2 a day unpaid.</li> </ul>	
34	In-Service Programs	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
35	Court Appearance	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
36	Evaluations and Personnel Files and Employee Health Files	Signed Off September 5, 2024	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought ability to place “Attendance Support Program” letters on personnel file. Unsuccessful.</li> </ul>
37	Discipline and Dismissal	Signed Off October 1, 2024	<ul style="list-style-type: none"> <li>GAIN – 37.03 – non-substantive changes</li> <li>GAIN - 37.10 (b) Upon request Employer to provide disclosure of concern or complaint when possible</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought to make removal of disciplinary letters dependent upon no further discipline being issued during the period the disciplinary letter is active on file. Unsuccessful.</li> </ul>
38	Resignation/Termination	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought removal of requirement to payout accrued vacation where employment is terminated with less than required notice. Unsuccessful.</li> </ul>
39	Job Descriptions	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	

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40	Job Classifications	Signed Off June 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 40.01 (e) - HSAA and the Employer have agreed to an external classification expert to assist where there may be disputes related to salary scales or the external appeals process</li> <li>New requests for review can only occur when there has been a substantive change</li> <li>Expanding on internal appeal process</li> </ul>	
41	Employee-Management Advisory Committee	Signed Off January 24, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	
42	Workplace Health, Safety and Wellness	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 42.02 - Allows the JWHSC to request urgent meetings to address emergency issues</li> <li>GAIN – 42.09 – Committee exposure and participation as it relates to serious workplace incidents</li> <li>GAIN – 42.12 (b) – Requests for psychological health and safety assessment shall not be unreasonably denied/delayed</li> </ul>	
43	Protective Clothing	Signed Off January 24, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	
44	Part-time, Temporary and Casual Employees	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Consequential amendments consistent with the main body of the collective agreement</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought to alter the ratio of “work days” to “non-work days” that comprise a part-time employee’s hours of work, which would increase thresholds to reach overtime. Unsuccessful.</li> <li>Covenant sought to alter part-time employees’ threshold for OT (from exceeding the above ratio to exceeding 155 hours in a 28 calendar day period). Unsuccessful.</li> </ul>
45	Modified Workday	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Signed off as current with no changes</li> </ul>	<ul style="list-style-type: none"> <li>Covenant sought to remove their requirement to provide a list of all positions under modified workdays. Unsuccessful.</li> </ul>

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46	Grievance Procedure	Signed Off October 1, 2024	<ul style="list-style-type: none"> <li>GAIN – 46.02(b) extension of Step I timelines to file a grievance from 10 days to 15 days</li> <li>GAIN – 46.02(c) Extension of step II timelines to advance the grievance from Step I - from 7 days to 10 days.</li> <li>GAIN – 46.02 (f) Advancement of Grievance to Arbitration timelines from 10 days to 30 days.</li> <li>GAIN - 46.03 (c) – Extension of advancing to arbitration for a policy grievance from 10 days to 30 days</li> <li>Other non-substantive changes contained within the article</li> </ul>	
47	Grievance Arbitration	Signed Off September 5, 2024	<ul style="list-style-type: none"> <li>GAIN - 47.01 – Extension of timelines from 7 days to 14 days for the selection of an arbitrator</li> <li>Other non-substantive changes</li> </ul>	
48	Copies of the Collective Agreement	Signed off September 4, 2024	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
49	Critical Incident Stress Management	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
50	Medical Exam for Class 4 Driver's License	Signed off December 4, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
NEW Article 51	Professional Reimbursement	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN- 50.01 (NEW) – Effective date of ratification Regular and Temporary employees will be entitled to receive \$504 towards the licensing/registration fees with their college, association, or licensing governing body. Employees must have 810 hours worked and paid at the basic rate of pay in the previous year to be eligible.</li> </ul>	
#1	Letter of Understanding re: Job-Sharing	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#2	Letter of Understanding re: Severance	Signed Off October 23, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	



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#3	Letter of Understanding re: Mobility	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#4	Letter of Understanding re: Joint Committee	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#5	Letter of Understanding re: Flexible Spending Account (FSA)	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
#6	Letter of Understanding re: Regulatory Practice Review Procedure	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#7	Letter of Understanding re: Multi-Site Positions	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN - 20.02(f) KMS threshold reduced from 25KM to 20KM</li> </ul>	
#8	Letter of Understanding re: Guidelines for Determination of Requirement to Provide an Automobile	Signed Off September 12, 2025	<ul style="list-style-type: none"> <li>Signed off as current no changes</li> </ul>	
#9	Letter of Understanding re: Increasing or Decreasing Full-Time Equivalency	Signed Off October 2, 2024	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
#10	Letter of Understanding re: Flex Hours	Signed Off January 24, 2025	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
#11	Letter of Understanding re: Benefits Eligible Casual Employees (BECE)	Signed off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#12	Letter of Understanding re: Consequential Vacancies	Signed Off January 24, 2025	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
#13	Letter of Understanding re: Supernumerary Positions	Signed Off October 2, 2024	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
#14	Letter of Understanding re: Part-Time Seasonal Employees	Signed Off October 2, 2024	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	

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#	TITLE			
#15	Letter of Understanding re: Internal Grievance Mediation	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#16	Letter of Understanding re: Deferred Salary Leave Plan	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#17	Letter of Understanding re: Portability Between Covenant Health and Alberta Health Services & Alberta Precision Laboratories	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – Addition of all Provincial Health Agencies (PHA's) and Provincial Health Corporations (PHC's)</li> </ul>	
#18	Letter of Understanding re: Remote/Hybrid Work Arrangement Agreement	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#19	Employment Insurance Premium Reductions	Signed Off June 25, 2024	<ul style="list-style-type: none"> <li>Changed to reflect current practice</li> </ul>	
#20	Letter of Understanding re: Legacy Education Allowances	Signed Off June 25, 2024	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
#21	Letter of Understanding re: Duty to Accommodate	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#22	Letter of Understanding re: Recruitment Bonus for New Sonographers	Signed Off October 24, 2025	<ul style="list-style-type: none"> <li>Housekeeping changes</li> </ul>	
#23	Letter of Understanding re: Considering Optional Scheduling Systems	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#24	Letter of Understanding re: Prevention and Treatment of Psychological Workplace Injuries	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#25	Letter of Understanding re: Enhancements to the Benefit Plan	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Addition of the following enhancements: <ul style="list-style-type: none"> <li>Continuous Glucose Monitoring Monitors including DEXCOM</li> <li>Deletion of 12-month insulin dependency limitation for flash glucose meters</li> <li>Deletion of requirement for a written order for diabetic equipment</li> </ul> </li> </ul>	

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#	TITLE			
			<ul style="list-style-type: none"> <li>Increase massage therapy from \$50 per visit to \$75 per visit to a maximum of \$1000 per year</li> </ul>	
#26	Letter of Understanding re: Employee and Union Developed Shift Schedules	Signed Off May 23, 2024	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#27	Letter of Understanding re: Rural Capacity Investment Fund	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – Inclusion of parameters and process for allocating funds</li> <li>GAIN – Ability of funds to be carried from year to year</li> <li>GAIN – Inclusion of a dispute resolution process</li> <li>GAIN – Allocation of the funds as follows: <ul style="list-style-type: none"> <li>2024 - \$395 200.00</li> <li>2025 - \$1.1M</li> <li>2026 - \$1.1M</li> <li>2027 - \$1.1M</li> </ul> </li> </ul>	
New XX	Information Sharing	Signed Off September 12, 2025	GAIN - Employer to share pertinent information with HSAA on a quarterly basis	
New XX	Support For Employees Upgrading Education	Signed Off December 4, 2025	GAIN – Leave of Absence related to Employee upgrading education that is deemed mutually beneficial for both Employer and Employee	
New XX	Removal of Waiting Period for the Employee Benefit Plan	Signed Off December 4, 2025	GAIN – Removal of existing waiting period for Employee Benefit Plans	
New XX	Letter of Understanding re: Workload Appeal Process	Signed Off December 4, 2025	GAIN - New workload appeal process that members can utilize when they believe their workload to be excessive	
New XX	Long Service Pay Adjustment (LSPA)	Signed Off December 4, 2025	GAIN – Employees 20 years of service will receive an additional 2% to their basic rate of pay effective date of ratification.	
New XX	Review of Classification’s Total Compensation	Signed Off December 4, 2025	GAIN – This LOU establishes a process for identifying and addressing total compensation gaps to support recruitment and retention in healthcare	

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NEW XX	Joint Classification Review OT/PT/SLP/Audiologist/Kinesiologist/Exercise Specialist	Signed Off December 4, 2025	GAIN – process to jointly conduct a classification review of the noted classifications.	
NEW XX	Pharmacist I & II Review	Signed Off December 4, 2025	GAIN – commitment to identify possible resolution of differentiation issues between Pharmacist I and II pay grades	
LOC CON	EMS			
1.4	Definitions	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	
1.6	Hours of Work	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 10.01(c) – inclusion of up to 2 hours of travel time into 8 hour rest period</li> </ul>	
1.7	Work Schedules & Shifts	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 11.01(d) – if shift pattern is changed, paid at 2X</li> <li>GAIN – 11.02 – deletion of no penalty for the employer changing shift patterns with no notice</li> <li>GAIN – 11.02 (NEW) – Ability for employees to exchange shifts up to 12 weeks in advance</li> <li>GAIN – 11.03 (NEW) – reporting pay</li> </ul>	
1.8	Overtime	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 12.04 (NEW) – Employer to limit use of mandatory OT</li> </ul>	
1.9	Call-Back and On-Call Duty	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 13.04 – Increase to the .55/KM GOA rate.</li> </ul>	
1.12	Named Holidays	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 22.10 – deletion of 48 hour cap on stat banks</li> </ul>	
1.15	Promotions, Transfers and Vacancies	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 29.07 – Employee can request to return to former position/status within trial period</li> </ul>	

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1.17	Part-Time, Temporary and Casual Employees	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – 44.08 Vacation with Pay – 21.02(a) – correction of casual vacation accrual to be based on 2190 annual hours</li> <li>Non-substantive changes</li> </ul>	
1.18	Uniform and Clothing Issue	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – (a)(iv) – replaced uniform fleece with mid-layer jacket</li> <li>GAIN – (a)(viii) – inclusion of Gore-Tex Hard Shell Rain Duty Jacket in standard uniform issue for regular employees</li> <li>GAIN – (b)(xiii) – inclusion of clothing/equipment for backcountry/austere environment responses</li> <li>GAIN – (d)(vii) – inclusion of mid-layer jacket in standard uniform issue for casual and temporary employees that have worked a minimum of 20 shifts in the fiscal year</li> </ul>	
New XX	Trial Automatic Progression Between EMS Classification Series	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>GAIN – On a trial basis automatic progression when an employee changes professional designation from PCP to ACP, they will be placed on the same step on the new classification wage grid as the previous wage grid. Employees will be eligible for retro payment on this back to April 1, 2024.</li> </ul>	
SAL	Paramedical Technical Paramedical Professional Local Conditions EMS	Signed Off December 4, 2025	<ul style="list-style-type: none"> <li>April 1, 2024: 3% for all classifications/all steps</li> <li>April 1, 2025: 3% for all classifications/all steps</li> <li>April 1, 2026: 3% for all classifications/all steps</li> <li>April 1, 2027: 3% for all classifications/all steps</li> </ul> <p>Classification Specific Salary Demands (Effective Date of Ratification):</p> <ul style="list-style-type: none"> <li>8.44% Market Adjustment for PCP's</li> <li>4.00% Market Adjustment for ACP's/Team Leads</li> <li>6.1% Market Adjustment for Psychologist I and II</li> <li>1.60% Market Adjustment for Nuclear Medicine Technologist I and II</li> </ul>	<p>Covenant initially sought:</p> <ul style="list-style-type: none"> <li>April 1, 2024: 2%</li> <li>April 1, 2025: 2%</li> <li>April 1, 2026: 1.75%</li> <li>April 1, 2027: 1.75%</li> </ul> <p>And no other monetary enhancements.</p>

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	COVENANT CONCESSIONS
#	TITLE			
			<ul style="list-style-type: none"><li>4.90% Market Adjustment for Diagnostic Sonographer I and II</li></ul>	