

# TENTATIVE AGREEMENT

BETWEEN

COVENANT HEALTH

AND

HEALTH SCIENCES ASSOCIATION OF ALBERTA

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**NOTE #1:** This document addresses amendments, additions and deletions to the current collective agreement language **ONLY**. Any/all current language not specifically addressed in this document is to be considered unchanged.

~~RED~~  
BLUE

deleted language  
new language

**SALARIES APPENDIX**  
**PARAMEDICAL TECHNICAL**  
**PARAMEDICAL PROFESSIONAL**  
**EMERGENCY MEDICAL SERVICES**

**ADDENDUM A: LOCAL CONDITIONS**  
**SUPPLEMENTAL SALARY SCHEDULES**

**General Wage Increases:**

**Effective April 1, 2024: 3% for all classifications / all steps**

**Effective April 1, 2025: 3% for all classifications / all steps**

**Effective April 1, 2026: 3% for all classifications / all steps**

**Effective April 1, 2027: 3% for all classifications / all steps**

**Under Market Adjustments:**

**Effective Date of Ratification:**

- **Primary Care Paramedic – 8.44%**
- **Advanced Care Paramedic, Advanced Care Paramedic Team Lead – 4%**
- **Psychologist I and II – 6.1%**
- **Nuclear Medicine Technologists I & II – 1.60%**
- **Diagnostic Sonographer I's & II's – 4.90%**

# **Collective Agreement**

between

**The Health Sciences Association of  
Alberta**  
(Paramedical Professional and Technical  
Employees)

- and -

**Covenant Health**

**April 1, 2024 to March 31, 2028**

*The Parties respectfully acknowledge that Alberta is located on Treaty 4, 6, 7, and 8 Territory traditional lands - a traditional gathering place for diverse Indigenous peoples, including the Cree, Blackfoot, Métis, Dene, Stoney Nakota Sioux, Saulteaux, Siksika, the Piikuni, the Kainai, the Tsuut'ina, the Stoney Nakoda First Nations, and many others whose histories, languages, and cultures continue to influence our vibrant community.*

FOR RATIFICATION

## **ARTICLE 1: TERM OF COLLECTIVE AGREEMENT**

- 1.01 Except where specifically provided otherwise, the terms of this Collective Agreement shall be effective from the date upon which the Health Sciences Association of Alberta and Covenant Health exchange notice of ratification by their principals of this Collective Agreement, up to and including the thirty-first (31<sup>st</sup>) day of March, ~~2024~~ 2028, and from year-to-year thereafter unless notice, in writing, is given by either party to the other not less than sixty (60) calendar days nor more than one hundred and twenty (120) calendar days prior to the expiration date of its desire to change or amend this Collective Agreement.
- 1.02 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 signed; or
  - (b) if a settlement is not agreed upon, a new Collective Agreement is signed as provided in the Labour Relations Code; or
  - (c) a strike or lockout commences.
- 1.03 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 ninety (90) calendar days of the ratification of the Collective Agreement.

## **ARTICLE 2: DEFINITIONS**

**Note: Amend Article 2.04 and 2.09 for EMS in Local Conditions (Page )**

In this Collective Agreement:

- 2.01 “Code” means The Labour Relations Code as amended from time-to-time.
- 2.02 “Arbitration” shall take meaning from the section of the Code dealing with the resolution of a difference.
- 2.03 “Union” means Health Sciences Association of Alberta.
- 2.04 “Basic Rate of Pay” is the step in the scale applicable to the Employee as set out in the Salaries Appendix inclusive of the premium payable as set out in Article 18.01, **and the Long Service Pay Adjustment payable as per Letter of Understanding #XX** but exclusive of all other allowances and premium payments.
- 2.05 “Employee” means any person employed in the bargaining unit referred to in Article 4.01, or who performs functions of a paramedical technical or paramedical professional nature. It shall further include any person employed in any new classification added to the bargaining unit in the future pursuant to Article 40.

2.06

All Employees will be designated as follows:

- (a) “Regular Employee” is one who works on a full-time or part-time basis on regularly scheduled shifts of a continuing nature:
  - (i) “full-time Employee” is a regular Employee who works the full specified hours in the Hours of Work Article of this Collective Agreement;
  - (ii) “part-time Employee” is one who works scheduled shifts, whose hours of work are less than those specified in the Hours of Work Article of this Collective Agreement.
- (b) “Casual Employee” is a person who:
  - (i) works on a call-in basis and is not regularly scheduled; or
  - (ii) is regularly scheduled for a period of three (3) months or less for a specific job; or
  - (iii) relieves for an absence the duration of which is three (3) months or less.
- (c) “Temporary Employee” is one who is hired on a temporary basis for a full-time or part-time position:
  - (i) for a specific job of more than three (3) months and less than twelve (12) months; or
  - (ii) to replace a full-time or part-time Employee who is on an approved leave of absence for a period in excess of three (3) months; or
  - (iii) to replace a full-time or part-time Employee who is on an approved maternity or parental leave of absence for a period of up to eighteen (18) months; or
  - (iv) to replace a full-time or part-time Employee who is on a leave due to illness or injury where the Employee on leave has indicated to the Employer that the duration of such leave will be in excess of three (3) months.
  - (v) Temporary positions may be extended by mutual agreement between the Employer and the Union. Such requests for extension shall be submitted to the Union in writing thirty (30) days prior to expiry whenever possible. Such extension shall not be unreasonably withheld.

2.07

“Employer” shall also mean and include such Officers as may, from time-to-time, be appointed or designated by the Employer to carry out its administrative duties.

- 2.08 “Site” means the building or series of proximate buildings established by the Employer as a designated work location for Employees.
- 2.09 “Shift” means a daily tour of duty exclusive of overtime hours.
- 2.10 “Month” is the period of time between the date in one month and the preceding date in the following month.
- 2.11 Throughout this Collective Agreement, a word used in the singular applies also in the plural and vice versa.
- 2.12 “Board” means the Board of Directors of the applicable organization.
- 2.13 “Steward” means an Employee of Covenant Health designated by the Union to act as an Employee representative in the administration of the Collective Agreement.
- 2.14 “Local Unit Representative” means a Union member and Employee of the Employer who has been appointed by the Local Unit.
- 2.15 “Residence” means current residence as documented in Employer payroll records.
- 2.16 “Emergency” means an unforeseen combination of circumstances or the resulting state that calls for immediate action.**

#### **ARTICLE 4: RECOGNITION AND UNION BUSINESS**

- 4.01 The Employer recognizes the Union as the exclusive bargaining agent for all Employees employed in the unit as defined by the certificate issued by the Labour Relations Board, and any amendments thereto. Sites covered by the Certificate are listed in Appendix A.
- 4.02 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.
- 4.03 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 Employer and the Union.
- 4.04 An Employee shall not engage in Union business during their working hours without prior permission of the Employer.
- 4.05 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.

4.06 A representative of the Union shall have the right to make a presentation of up to forty-five (45) 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. The Employer shall notify the Union two (2) weeks in advance of the orientation where practicable. Where the representative of the Union is a Steward or Local Unit Representative there shall be no loss of pay for time spent at the presentation.

4.07 The name of Steward(s) and Local Unit Representatives shall be supplied in writing to the Employer before they are recognized as a Union representative. A representative 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.

4.08 Stewards

- (a) The name of a Steward shall be supplied to the Employer before they are recognized as a Steward. Upon request of the Employer, the Union shall provide a list of all Stewards.
- (b) Stewards shall be granted time off with pay in order to participate in meetings called by the Employer as per Article 4.08(d).
- (c) Steward training and related workshops, seminars, and schools as determined by the Union will be paid as per Article 4.09.
- (d) The Steward shall be allowed reasonable time while on duty without loss of pay to perform their duties. Steward duties may include but are not limited to:
  - (i) Accompanying an Employee at an investigation or outcome meeting called by the Employer where disciplinary action is possible.
  - (ii) Attending grievance meetings with the Employer.
  - (iii) Meeting with new Employees consistent with Article 4.06.
  - (iv) Attendance at EMAC or labour/management meetings.
- (e) It is the sole responsibility of the Union to arrange the attendance of a Steward for 4.08 (d) (i) and (ii) above.
- (f) Stewards who attend EMAC or labour/management meetings outside of their scheduled work hours shall be paid at the applicable rate of pay for

time spent at such meetings. Such pay shall be in accordance with Article 4.09.

- (g) A Steward shall obtain permission from their supervisor to leave work and agreement on the length of time of such leave. Such permission shall be requested with as much advance notice as possible and shall not be unreasonably denied.

4.09 Subject to operational requirements, time off granted in accordance with Articles 33.08 and 4.08, shall be with pay, and the Union agrees to reimburse the Employer for the total cost of the absence plus a fifteen percent (15%) administration fee.

4.10 No persons, other than members of the bargaining unit, shall perform bargaining unit work, except for the purposes of instruction, skills maintenance, or in an emergency, and provided it does not reduce the hours of work or pay for any bargaining unit Employee.

## Appendix A

### Covenant Health Sites covered in this Collective Agreement

Banff Mineral Springs Hospital  
Bonnyville Health Centre (Technical Employees only)  
Edmonton General EGCCC  
Grey Nuns Community Hospital  
Holy Cross Manor – Pharmacist and Pharmacy Technicians only  
Killam Health Centre  
**La Crete Community Health Centre**  
Mary Immaculate Care Centre  
Misericordia Community Hospital  
Villa Caritas  
Our Lady of the Rosary Hospital  
St. Joseph's General Hospital  
St. Joseph's Auxiliary Hospital  
St. Mary's Health Care Centre  
St. Mary's Hospital  
St. Michael's Health Centre  
Youville Home  
Geriatric Mental Health Clinics

## **ARTICLE 5: DUES DEDUCTION AND UNION MEMBERSHIP**

- 5.01 Membership in the Union is voluntary.
- 5.02 (a) Notwithstanding the provisions of Article 5.01, 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, not later than the fifteenth (15<sup>th</sup>) day of the month following and shall be accompanied by a list showing the name and classification and category [regular, temporary, casual (including Employees on recall)] of the Employees from whom deductions have been taken and the amount of the deductions and gross earnings of each Employee. Such list shall indicate newly hired and terminated Employees, and, where the existing computer system is capable, status of Employees, the increment level, Employees reclassified, promoted or transferred outside the scope of this Collective Agreement, and address of Employees.
- (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.
- 5.03 Dues will be deducted from an Employee during sick leave with pay and during a leave of absence with pay.
- 5.04 (a) The Union shall give not less than thirty (30) days’ notice of any change in the rate at which dues are to be deducted.
- (b) In the event of a strike or lockout, the Union may temporarily alter the dues deductions. Such payment shall be collected and processed as a Special Assessment deduction. **The requirement for the Union to provide notice of a change to the rate shall be reduced to not less than fourteen (14) days’ notice.**
- 5.05 The Employer will record the amount of Union dues deducted on the T4 forms issued to an Employee for income tax purposes.
- 5.06 The Union shall give not less than thirty (30) days’ notice of a Special Assessment deduction.
- 5.07 An electronic copy of monthly dues that are outlined in Article 5.02 above shall be supplied to the Union.

## **ARTICLE 11: WORK SCHEDULES AND SHIFTS**

**Note: Article 11 replaced in its entirety for EMS in Local Conditions (Page )**

- 11.01
- (a) An Employee shall be aware that they may be required to work various shifts throughout the twenty-four (24) hour day and the seven (7) days of the week. The first (1<sup>st</sup>) shift of the working day shall be the one wherein the majority of hours worked fall between twenty-four hundred (2400) and zero eight hundred (0800) hours.
  - (b) A request by an Employee to work a Shift pattern of permanent evenings, permanent nights, permanent evenings and nights, permanent evenings and days, or permanent nights and days shall be considered when operationally feasible. The Employer may require Employees permanently working evenings, nights or both to work blocks of day Shift for the purpose of maintaining skill, knowledge and/or proficiency. This is limited to two (2) blocks per year totaling not more than fourteen (14) calendar days.
  - (c) An Employee who has requested to work one of the Shift patterns referenced in 11.01(b) and has done so for at least 12 months, may give the Employer notice that they wish to revert to one of the other Shift patterns noted in 11.01(b) or any other shift pattern that is available. Upon receiving such notice, the Employer will canvas all Employees included in the schedule to determine if other Employees wish to amend their shift pattern, regardless of how long they have worked in those Shift Patterns.
  - (d) The Employer will not be required to revise the schedule more than once in any 12-month period commencing with implementation of the new shift schedule.

11.02      **Shift Scheduling Standards and Premiums for Non-Compliance**

- (a) Except in cases of emergency or by mutual agreement between the Employer and the Employee, shift schedules shall provide for:
  - (i) at least two (2) of the scheduled days off to be consecutive in any two (2) week period;
  - (ii) where possible one (1) weekend off in any two (2) week period but, in any event, two (2) weekends off in any five (5) week period;
  - (iii) at least fifteen (15) hours off duty between the end of one shift and the commencement of the next shift;
  - (iv) not more than six (6) consecutive scheduled days of work.
- (b) Where the Employer is unable to provide the provisions of Article 11.02(a)(i), (ii), (iii), or (iv) and an emergency has not occurred, nor has it been mutually agreed otherwise, the following conditions shall apply:

- (i) failure to provide days off in accordance with Article 11.02(a)(i) shall result in the payment to each affected Employee of two times (2X) their Basic Rate of Pay for one (1) regular shift worked during the two (2) week period;
  - (ii) failure to provide both of the required two (2) weekends off duty in accordance with Article 11.02(a)(ii) shall result in payment to each affected Employee of two times (2X) their Basic Rate of Pay for each of four (4) regular shifts worked during the five (5) week period;
  - (iii) failure to provide one (1) of the required two (2) weekends off duty in accordance with Article 11.02(a)(ii) shall result in payment to each affected Employee of two times (2X) their Basic Rate of Pay for each of two (2) regular shifts worked during the five (5) week period;
  - (iv) failure to provide fifteen (15) hours off duty in accordance with Article 11.02(a)(iii) shall result in payment of two times (2X) the Basic Rate of Pay for all hours worked on that next shift.
  - (v) failure to provide not more than six (6) consecutive scheduled days of work, in accordance with Article 11.02(a)(iv) shall result in payment of two times (2X) the Basic Rate of Pay for all hours worked on any consecutive scheduled day of work beyond six (6) days.**
- (c) An optional scheduling system is available which may be applied with written agreement between the Employer and the Union. The optional scheduling system may be implemented subject to Letter of Understanding #23 Re: Considering Optional Scheduling System. Where this option is applied, the relevant provisions of Article 11.02(a) shall be amended as follows:
- (i) at least two (2) of the scheduled days off to be consecutive in any two (2) week period;
  - (ii) where possible one (1) weekend off in any two (2) week period but, in any event, two (2) weekends off in any five (5) week period;
  - (iii) at least fifteen (15) hours off duty between the end of one shift and the commencement of the next shift;
  - (iv) not more than seven (7) consecutive scheduled days of work.
- (d) For the purpose of this provision, “weekend” shall mean a consecutive Saturday and Sunday assuring a minimum of fifty-six (56) hours off duty.

- (e) An Employee required to rotate shifts shall be assigned day duty approximately one-third (1/3) of the time unless mutually agreed to by the Employer and Employee provided that, in the event of an emergency or where unusual circumstances exist, the Employee may be assigned to such shift as deemed necessary by the Employer.

For the purpose of applying this provision:

- (i) scheduled days off shall not be considered as day duty; and
- (ii) time off on vacation shall only be considered as day duty if day duty would have been worked by the Employee according to the shift schedule save and except for the vacation.

#### 11.03

#### **Schedule Posting and Schedule Changes**

- (a) Unless otherwise agreed between the Employer and the Union, shift schedules shall be posted twelve (12) weeks in advance. The Employer shall provide the Union with a copy of each shift schedule upon request. If a shift schedule is changed after being posted, the affected Employees shall be provided with fourteen (14) calendar days' notice of the new schedule. In the event that an Employee's schedule is changed in the new shift schedule and they are not provided with fourteen (14) calendar days' notice, they shall be entitled to premium payment subject to the provisions of Article 11.03(b), (c) and (d).
- (b) Unless an Employee is given at least fourteen (14) calendar days' notice of a change of their scheduled day(s) off, they shall be paid two times (2X) their Basic Rate of Pay for all hours worked on such day(s) unless such change is at the Employee's request.
- (c) 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, etc) but not their day off, they shall be paid at the rate of two times (2X) their Basic Rate of Pay for all hours worked on the first shift of the changed schedule unless fourteen (14) calendar days' notice of such change has been given.
- (d) If, in the course of a posted schedule, the Employer changes the Employee's shift start time by more than two (2) hours, they shall be paid at the rate of two times (2X) their Basic Rate of Pay for all hours worked on this shift unless fourteen (14) calendar days' notice of such change has been given.

#### 11.04

In the event that an Employee reports for work as scheduled and is required by the Employer not to commence work or to return to duty at a later hour, they shall be compensated for that inconvenience by receiving three (3) hours pay at their Basic Rate of Pay.

11.05 Should an Employee report and commence work as scheduled and be required to cease work prior to completion of their scheduled shift or return to duty at a later hour, they shall receive their **Basic hourly Rate of Pay** for all hours worked with an addition of three (3) hours pay at their Basic Rate of Pay for that inconvenience.

11.06 **Employee Shift Trading Exchange**

Employees may exchange shifts and/or days off with the approval of the Employer provided no increase in cost is incurred by the Employer. Shift and/or day off exchanges may be made up to twelve (12) weeks in advance.

**ARTICLE 12: OVERTIME**

12.01 Overtime is all time authorized by the Employer and worked by an Employee in excess of seven and three-quarter (7 3/4) hours or their regularly scheduled shift (whichever is greater) or on scheduled days of rest.

12.02 The Employer shall designate an individual who may authorize overtime.

12.03 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.

12.04 Overtime will be paid in accordance with the following:

- (a) For work in excess of seven and three-quarter (7 3/4) hours or their regularly scheduled shift (whichever is greater), two times (2X) their Basic Rate of Pay, exclusive of meal periods, if taken. This overtime payment will cease and the Employee's Basic Rate of Pay will apply at the start of the next regularly scheduled shift.
- (b) For work on scheduled day(s) of rest, two times (2X) their Basic Rate of Pay. This overtime payment will cease and the Employee's Basic Rate of Pay will apply at the start of their next scheduled shift.
- (c) Overtime worked immediately following or immediately preceding an Employee's scheduled shift will be paid at two times (2X) the Employee's Basic Rate of Pay. This overtime payment will cease and the Employee's Basic Rate of Pay will apply at the start of the next regular working period.

**12.05 The Employer shall limit the use of mandatory overtime.**

12.06 An Employee who normally returns to their place of residence by means of public transportation following the completion of their regularly scheduled shift, but who is prevented from doing so by being required to remain on duty longer than such shift and past the time when normal public transportation is available, shall be reimbursed for the cost of reasonable, necessary and substantiated transportation expense to their place of residence.

- 12.07 Subject to mutual agreement between the Employer and an Employee, the Employee may be granted time off duty in lieu of overtime payments.
- (a) Unless mutual agreement between an Employee and the Employer is reached as to when accumulated overtime will be taken as time off in lieu of overtime payment, overtime banks shall be paid out in the first full pay period after March 1 every year.
  - (b) If an Employee chooses to bank overtime, such lieu time shall be banked at one times (1X) their Basic Rate of Pay, and they shall be paid out at one times (1X) their Basic Rate of Pay.
  - (c) Lieu time banks shall not exceed forty-eight (48) hours at any given time.
- 12.08
- (a) Except in cases of emergency, no Employee shall be required or permitted to work more than a total of sixteen (16) hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period beginning at the first (1<sup>st</sup>) hour the Employee reports for work.
  - (b) Article 12.07(a) shall have no applicability to EMS Employees who are covered under the provisions of Article 10.08 of the EMS Local Conditions.
- 12.09
- (a) Rest periods and meal periods shall be provided in accordance with Article 10.02.
  - (b) Article 12.08(a) shall have no applicability to EMS Employees who are covered under the provisions of Article 10 of the EMS Local Conditions.
- 12.10 An Employee who works more than four (4) hours of overtime immediately following a shift shall be provided with access to a meal at no cost. If meals are not available on Site, the Employee is eligible for reimbursement for their meal in accordance with the amounts and times set out in Article 20.05(a).

### **ARTICLE 13: ON-CALL DUTY**

**Note: Clause 13.01 and 13.03 amended for EMS in Local Conditions (Page )**

- 13.01 The term “on-call duty” shall be deemed to mean any period during which an Employee is not on regular duty and during which the Employee is on-call and must be reasonably available to respond without undue delay to any request to return to duty and/or available for electronic consultation.
- 13.02 Unless otherwise agreed between the Employer and the Union, on-call periods shall be scheduled at least twelve (12) weeks in advance excepting in cases of emergency. Employees whose on-call schedule has been changed with less than fourteen (14) calendar days’ notice shall be paid at the higher on-call rate.

If, in the course of a posted on-call duty roster, the Employer changes an Employee's on-call period, the Employee shall be paid at two times (2X) the on-call rate for all hours in the first period of on-call affected by the change unless fourteen (14) days' notice of such change has been given. The Employee shall be notified of the change and such change shall be recorded on the on-call duty roster.

13.03 Wherever possible, the Employee shall not be assigned to on-call duty more than seven (7) consecutive calendar days. ~~Employees assigned to on-call duty more than seven (7) consecutive days in any two (2) week period shall be paid the higher on-call rate for the eighth (8<sup>th</sup>) and subsequent days in that two (2) week period. The higher on-call rate shall apply until an Employee has two (2) consecutive days off without being on-call. Where~~ An Employee ~~is~~ **may be** on-call for more than seven (7) consecutive calendar days at their request or as the result of an exchange with another Employee. ~~the regular on-call rates shall apply.~~

13.04 Regulations in respect of approval or authorization for on-call duty and electronic consultations and the procedures which are to be followed by an Employee shall be prescribed by the Employer.

13.05 **On-Call Pay**

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

- (a) on regularly scheduled days of work, the sum of **seven dollars (\$7.00)** ~~three dollars and thirty cents (\$3.30)~~ per hour; and
- (b) on days off and Named Holidays, the sum of **seven dollars (\$7.00)** ~~four dollars and fifty cents (\$4.50)~~ per hour. A Named Holiday or non-work day shall run from zero zero zero one (0001) hours on the Named Holiday or non-work day to twenty-four hundred (2400) hours of the same day.

13.06 An Employee called back to duty on a Named Holiday shall be:

- (a) compensated in accordance with Article 13.07; and
- (b) given compensating time off at their Basic Rate of Pay for actual hours worked on the call-back at a mutually agreeable time. Time not taken by the last day of March in any given year shall be paid out.

13.07

**Call-Back Pay**

- (a) When an Employee is called back to duty during the Employee's on-call period, in addition to the payment received for being on-call, the Employee shall be deemed to be working overtime and shall be paid for all hours worked during the on-call period or for three (3) hours, whichever is the longer, at the overtime rate of two times (2X) the Basic Rate of Pay. An Employee called back to duty will notify the Site supervisor or designate prior to leaving the Site upon completion of the procedure(s) or examination(s) for which they were called back. Any further requests for emergent procedures received by an Employee prior to leaving the Site following completion of the work required on the initial call shall be considered one (1) call for the purpose of determining call-back pay.
- (b) When a Regular or Temporary Employee who has not been assigned "on-call duty" is called and required to report for work on a call-back basis; they shall be paid for all hours worked, or for three (3) hours, whichever is greater, at two times (2X) their Basic Rate of Pay. Such Employee shall be entitled to the provisions of Article 13.10.

13.08

The Employer shall make every effort to avoid placing an Employee "on-call" on the evening prior to or during scheduled off-duty days.

13.09

- (a) In the twelve (12) hour period immediately preceding an Employee's next regularly scheduled shift an Employee:
  - (i) who works more than six (6) hours pursuant to Article 13.07; or
  - (ii) is called-back to work more than two times (2X);shall be entitled to eight (8) consecutive hours, rest, exclusive of up to one (1) hour of travel time 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 13.09(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.

13.10 An Employee who is called back for duty shall be reimbursed for reasonable, necessary and substantiated transportation expenses and, if the Employee travels for such purpose by private motor vehicle, reimbursement shall be at the rate of at least **fifty-five cents (\$0.55)** ~~fifty point five cents (\$0.505)~~ or the kilometerage rate paid by the Government of Alberta, whichever is higher, per kilometre from the Employee's residence and return. In those situations where Employer policy requires that the Employee use a taxi **or ride share** for call-back purposes, should the Employee commence their regular shift during the call-back, the Employer will pay the taxi **or ride share** fare from the Site to their place of residence upon completion of the shift providing the Employee uses this mode of transportation.

13.11 **Electronic Consultation**

When an Employee is consulted by any form of electronic means during their on-call period or is authorized to handle client related matters without returning to the workplace, the following will apply:

- (a) An Employee who has not completed seven and three-quarter (7 3/4) hours of work in the day or thirty-eight and three-quarter (38 3/4) hours of work during the week shall be paid at their Basic Rate of Pay for the total accumulated time spent on electronic consultation(s), and corresponding required documentation, during the period between scheduled shifts. If the total accumulated time spent on electronic consultation(s), and corresponding required documentation, during the period between scheduled shifts is less than thirty (30) minutes, the Employee shall be compensated at their Basic Rate of Pay for thirty (30) minutes.
- (b) An Employee who has completed seven and three-quarter (7 3/4) hours of work in the day or thirty-eight and three-quarter (38 3/4) hours of work during the week shall be paid at the applicable overtime rate for the total accumulated time spent on electronic consultation(s), and corresponding required documentation, during the period between scheduled shifts. If the total accumulated time spent on electronic consultation(s), and corresponding required documentation, during the period between scheduled shifts is less than thirty (30) minutes, the Employee shall be compensated at the applicable overtime rate for thirty (30) minutes.

**ARTICLE 14: SALARIES**

14.01 Basic salary scales and increments shall be as set out in the Salaries Appendix and shall:

- (a) be effective on the dates specified therein;
- (b) be applicable to an Employee employed in a designated classification only when such classification has been created within the work force of the Employer and falls within the scope of this bargaining unit;
- (c) form a part of this Collective Agreement.

- 14.02 (a) Unless otherwise changed by the operation of this Collective Agreement, salary increments for Regular Full-time Employees shall be applied on the appropriate anniversary of the date the Employee commenced employment as a Regular Full-time Employee.
- (b) Unless otherwise changed by the operation of this Collective Agreement, a Regular Part-time Employee who has had a change in status to a Regular Full-time Employee shall have their anniversary date established based on hours worked with the Employer at the increment level such Employee was entitled to receive immediately prior to their change in status.

~~14.03 Both Parties to this Collective Agreement recognize that an Employee normally improves in skill and ability relative to experience. In the event that there is just reason to believe that such improvement has not occurred, an annual increment may be withheld. Where an increment is withheld, the Employee and the Union shall be so advised, in writing, and the Employee's performance will be evaluated, in writing, on a month-to-month basis. After they reach a satisfactory performance level, the increment shall be granted as of that date; however, their anniversary date, for annual increment purposes, shall not be changed.~~

**Note: Clause 14.03 is not applicable to EMS**

- 14.03 (a) A new Employee who has completed the required training in any of the paramedical technical classifications covered by this Collective Agreement and who is awaiting registration/licensing/certification examinations or results of same shall be ~~paid ninety percent (90%) of the starting rate for the classification for which they were hired.~~ **placed at the starting rate for the classification level to which they have been hired.**

A current Employee that has applied and is the successful candidate on a position and is awaiting registration/licensing/certification examinations or results of same shall be placed on the applicable salary grid as per Article 29.08 ~~and shall be paid ninety percent (90%) of the applicable rate.~~

~~Upon proof of having passed the registering/licensing/certifying examination, the salary of such Employee shall be adjusted to the full rate retroactive to date of successful completion of the examination.~~

- (b) A new Employee who has completed the required educational requirements of any of the paramedical professional classifications covered by this Collective Agreement and who has not yet fulfilled the requirements for licensure/registration shall be ~~paid ninety percent (90%) of the starting rate for the classification for which they were hired.~~ **placed at the starting rate for the classification level to which they have been hired.**

A current Employee that has applied and is the successful candidate on a position that has completed the required educational requirements of any of the paramedical professional classifications covered by this Collective Agreement and who has not yet fulfilled the requirements for licensure/registration shall be placed on the applicable salary grid as per Article 29.**08. and shall be paid ninety percent (90%) of the applicable rate.**

~~Upon providing proof of having completed registration requirements, the salary of such Employee shall be adjusted to the full rate retroactive to the date of successful completion of the licensing/registration requirements. The provisions of this Article shall not apply to an Employee in this category employed prior to the signing date of this Collective Agreement who has been paid the full rate for the classification. Such Employee shall continue to be paid at the higher rate.~~

- (c)
  - (i) An Employee whose salary is established as per 14.**03** (a) or (b) shall not be eligible for salary increments until proof of registration/ licensure /certification has been provided.
  - (ii) Following proof of registration/ licensure /certification the Employee will be placed on the applicable Step in the applicable classification based on hours worked.
  - (iii) Employees who are placed per Article 14.**03**(c)(ii) will not be entitled to retroactive pay for hours worked prior to placement.
- (d) Salary recognition shall be extended to Dietitians who have completed the required internship or its equivalent for registration by starting that individual at the second (2<sup>nd</sup>) Step of the salary scale.
- (e) Salary recognition shall be extended to a graduate Pharmacist who has completed an accredited residency program in Hospital Pharmacy by starting that individual at the second (2<sup>nd</sup>) Step of the salary scale.

**Salary recognition shall be extended to a Pharmacist who has completed an accredited second year residency program in a Hospital Pharmacy by starting the individual at the third (3<sup>rd</sup>) Step of the salary scale.**

14.**04** In the event that:

- (a) an occupied position outside the scope of this bargaining unit is determined to be within the scope of this bargaining unit in accordance with the provisions of Article 4.01; and
- (b) the incumbent within such position is therefore determined to be an Employee within the scope of the bargaining unit; and
- (c) the Basic Rate of Pay of such Employee exceeds the applicable rate of pay for the appropriate classification within the Salary Appendix;

then the Employee, while employed in such position, shall continue to receive their previous rate of pay for a maximum of one (1) year, at which time they shall then receive the applicable rate of pay in the Salary Appendix for the classification to which the position is allocated.

**14.05** (a) Sole Charge Capacity

Laboratory Technologists, Medical Radiation Technologists, Health Information Management Professionals, Respiratory Therapists, E.E.G. Technologists, Combined Laboratory and X-Ray Technologists and Dietary Technologists who are employed in a sole charge capacity shall be paid at least the Technologist/Technician II rate of pay.

**Note: Clause 14.06 is not applicable to EMS**

**14.06 Forensic Allowance**

A Employee covered by this Collective Agreement who is required to perform forensic examinations or tests on human remains as requested by a Medical Examiner shall receive, in addition to their basic salary, the sum of thirty dollars (\$30.00) for each such occasion.

**ARTICLE 15: RECOGNITION OF PREVIOUS EXPERIENCE**

15.01 Salary recognition shall be granted for work experience satisfactory to the Employer, (including experience in the private sector) provided not more than five (5) years have elapsed since such experience was obtained as outlined in the following guidelines.

For regulated professions, the Employer may recognize work experience notwithstanding a break in service of more than five (5) years if the Employee has fulfilled the licensing requirements of the Employee's professional body to maintain standing in that profession.

- (a) one (1) annual increment for one (1) year's experience within the last six (6) years;
- (b) two (2) annual increments for two (2) years' experience within the last seven (7) years;
- (c) three (3) annual increments for three (3) years' experience within the last eight (8) years;
- (d) four (4) annual increments for four (4) years' experience within the last nine (9) years;
- (e) five (5) annual increments for five (5) years' experience within the last ten (10) years;

- (f) six (6) annual increments for six (6) years' experience within the last eleven (11) years;
- (g) seven (7) annual increments for seven (7) years' experience within the last twelve (12) years;
- (h) eight (8) annual increments for eight (8) years' experience within the last thirteen (13) years.

15.02 Additional time worked, measured in hours, and not credited for purposes of initial placement on the salary scale shall be applied towards the calculation of the next increment.

15.03 This Article shall be applicable only to Employees whose date of hire is on or after the date of exchange of ratification of this Collective Agreement, **except when identified elsewhere in this agreement.**

15.04 At the time of hire, the Employer shall advise Employees in writing as to the applicable pay grade and step in the Salary Appendix, including reference to the recognition of previous experience.

#### **ARTICLE 17: RESPONSIBILITY PAY & PRECEPTOR PAY**

##### **17.01 FOR TECHNICAL ONLY**

- (a) When a Technologist I, Technician I, Therapist or EMS Employee is designated supervisory duties, they shall receive one dollar (\$1.00) per hour for such responsibility.
- (b) For the purposes of the application of Article 17.01(a), the reference to Technologist I shall not be deemed to include Physiological Laboratory Technologist I.

##### **17.02 (a) An Employee assigned by the Employer to act as a preceptor for students in:**

- (i) A post-secondary program recognized by the Employer, or
- (ii) A specialized education, practice or training program recognized by the Employer, shall receive an additional \$2.00 per hour for such responsibility and approved hours.
- (b) The Employer will give consideration to those Employees who express interest in accepting assignments as a preceptor
- (c) "Preceptor" shall mean an Employee who is assigned to supervise, educate, and evaluate students referred to in Article 17.02(a) above.

## **ARTICLE 18: TEMPORARY ASSIGNMENTS**

18.01 When an Employee is directed to perform the duties of a classification covered by this Collective Agreement to which is assigned a higher salary scale, they shall be paid in accordance with the provisions of Article 29.08. This provision shall not apply where the period of temporary assignment is less than one (1) full shift. **An Employee so directed shall receive any overtime or call-back premiums based on the higher Basic Rate of Pay.**

### **18.02 Temporary Out-of-Scope Assignment**

When an Employee is assigned to replace another person in an out-of-scope position at a more senior level for one (1) full shift or longer, the Employee shall be paid an additional two dollars (\$2.00) per hour. An Employee so assigned shall continue to be covered by the terms and conditions of the Collective Agreement.

18.03 During periods of temporary assignment to a classification to which is assigned a higher salary scale, an Employee so assigned shall receive any overtime or call-back premiums based on the higher Basic Rate of Pay.

### **18.04 Temporary Voluntary Transfers**

(a) When an Employee voluntarily transfers to a temporary out-of-scope position, or a position outside of the bargaining unit, for the period of time they are in the temporary position, they will not continue to be covered by the terms and conditions of the Collective Agreement. Upon completion of the term of the temporary position, the Employee will transfer back to their previous, or equivalent position.

~~(b) Upon the end of the temporary position and return to the bargaining unit, the Employee's seniority date shall be adjusted to exclude the days worked in the out-of-scope position, or the position outside of the bargaining unit. The Employer shall advise the Union of the adjusted seniority date and provide the information used to establish said date.~~

## **ARTICLE 20: TRAVEL EXPENSES**

20.01 For the purposes of calculation and administration of travel and subsistence expenses each Regular and Temporary Employee will be assigned to one of the following work locations. Designated work locations will be defined as follows:

- (a) Facility: applicable only to Employees working in or out of a facility.
- (b) Office: applicable only to Employees who provide services in the community or are assigned to a geographic location and work in or out of a regular office.
- (c) Start Point: applicable only to Employees who are assigned to a geographic area without a specific office, their designated work location shall be the centre of the geographic area.

- (d) Site: applicable only to Employees who work in multiple positions. Each Site shall be its own designated work location.

20.02

- (a) When an Employee is required by the Employer to provide an automobile for use in their employment, they shall be reimbursed at ~~the rate of sixty-one cents (\$0.61) per kilometre or the~~ highest non-taxable ~~per kilometre~~ rate allowed by Canada Revenue Agency, ~~whichever is applicable~~ for all required travel necessitating the use of their automobile. An Employee who is required to provide an automobile for use in their employment shall not be required to use an Employer-provided automobile in place of their personal automobile.
- (b) (i) An Employee who is not required to provide an automobile for use in their employment shall use an Employer-provided automobile when directed by the Employer.
- (ii) When an Employer-provided automobile or alternate transportation is not available, an Employee may choose to drive their own automobile and they shall be reimbursed at the rate **of fifty-five cents (\$0.55)** ~~fifty point five cents (\$0.505)~~ per kilometre or the kilometerage rate paid by the Government of Alberta, whichever is higher.
- (c) (i) Where an Employee is required by the Employer to provide an automobile for use, on all days of work, the Employee shall be provided with parking proximate to their base location at no cost.
- (ii) Where an Employee is required by the Employer to provide an automobile for use on at least two (2) days per week but less than all days of work, the Employee shall be provided with parking proximate to their base location at fifty percent (50%) of the monthly cost of parking.
- Employees who currently do not pay for parking, shall be ~~grandfathered~~ **allowed to continue to not pay for parking** until such time as the Employee is no longer required to provide an automobile for use in their employment.
- (d) Kilometerage and time shall be paid for all travel on Employer authorized business.
- (e) Time spent traveling to the designated work location at the start of the day or returning from the designated work location at the end of the day, is on the Employee's own time and unpaid.

- (f) When the Employee is required to start, or to end their work day at a location other than their designated work location, the travel is on the Employee's own time unless the one way trip adds more than ~~twenty-five (25)~~ **twenty (20)** kilometres to their **usual** travel. ~~In that case, Once the twenty (20) kilometre radius has been reached,~~ the Employee will be paid kilometerage **for the entire difference between their usual travel and the alternate route** and time for their additional travel. ~~The question of whether the trip adds more than twenty-five (25) kilometres to their usual travel will be determined by the shortest route starting (or returning to as the case may be) either at the Usual travel is considered the distance from the Employee's residence or at the Employee's to their designated work location.~~
- (g) **When an Employee who has an approved Hybrid or Remote Work Agreement travels to their Designated Work Location or returns from their Designated Work Location, mileage will not be paid.**

20.03 Employees who are required to use their personal vehicles for Employer business, and to maintain business use insurance coverage as a result, shall be required to submit evidence of business insurance coverage when the vehicle is used on such business. The Employer shall reimburse the Employee as follows:

Cost of Business Use Insurance Coverage		Cost of Personal Use Insurance Coverage		Reimbursement to maximum of \$500.00
\$ _____ (Basic Age Group - Good Record)	Less	\$ _____ (Basic Age Group - Good Record)	=	

20.04 Except when an Employee applies for a position other than the one the Employee occupies at the time of the application, if the Employer requests an Employee to provide a driver's abstract, the cost of obtaining the abstract shall be reimbursed by the Employer upon production by the Employee of proof of payment of the cost.

20.05 **Subsistence**

Employees who are required to travel beyond a fifty (50) kilometer radius from the Site or fifty (50) kilometres from their designated work area [where that work area exceeds a fifty (50) kilometre radius from their Site] on business authorized by the Employer shall be reimbursed for expenses incurred as shown below, or in accordance with the Province of Alberta Regulations Governing Subsistence or Employer Policy, whichever is higher.

(a) Meals

Breakfast	<del>\$10.50</del> <b>\$13.00</b>
Lunch	<del>\$13.00</del> <b>\$17.00</b>
Supper	<del>\$24.00</del> <b>\$27.00</b>

Reimbursement for meals may be claimed as follows:

- (i) breakfast, if the time of departure is earlier or the time of return is later than zero seven thirty (0730) hours; or
- (ii) lunch, if the time of departure is earlier or the time of return is later than thirteen hundred (1300) hours; or
- (iii) supper, if the time of departure is earlier or the time of return is later than eighteen thirty (1830) hours.

(b) Per Diem Allowance

A per diem allowance of seven dollars and thirty-five cents (\$7.35) may be claimed for each twenty-four (24) hour period while away from home.

(c) Accommodation

Where an Employee requires overnight accommodations in conducting required or authorized Employer business, the Employee may claim reimbursement as follows:

- (i) full reimbursement for approved hotel or motel accommodation upon the provision of a receipt;
- (ii) where no accommodation receipt is produced, a flat rate of twenty dollars and fifteen cents (\$20.15) may be claimed in lieu of the allowance claimable under sub-section (i).

20.06 **Miscellaneous Travel Cost**

- (a) Where it is necessary to use taxis or other transportation for travel on Employer business, the incurred costs shall be reimbursed by the Employer upon submission of receipts.
- (b) Parking charges incurred while on Employer business shall be reimbursed upon submission of receipts.

**ARTICLE 25: EMPLOYEE BENEFIT PLANS**

25.01 The Employer shall continue the following group plans for all eligible Employees where such plans are currently in effect or shall implement the following group plans where enrollment and other requirements of the Insurer for group participation have been met:

- (a) Alberta Health Care Insurance Plan, as amended or replaced.
- (b) The Covenant Health HSAA Benefit Plan or equivalent providing for:

- (i) Group Life Insurance [one times (1X) basic annual earnings rounded up to the next higher one thousand dollars (\$1,000.00) with an option for additional life insurance to at least twice annual earnings rounded to the next highest one thousand dollars (\$1,000.00)];

**Note: Clause 25.01(b)(ii) amended for EMS in Local Conditions (Page )**

- (ii) Accidental Death & Dismemberment Insurance (amount equal to group life insurance);
- (iii) Short-Term Disability (STD) [income replacement for a period of up to one hundred and twenty (120) working days during a qualifying disability equal to sixty-six and two-thirds percent (66 2/3%) of basic weekly earnings to the established maximum following a seven (7) day elimination period where applicable]. The STD shall become effective on the first (1<sup>st</sup>) working day following the expiry of sick leave credits in the case of absence due to injury or hospitalization. In the particular case of Employees who have insufficient sick leave credits to satisfy the seven (7) calendar day elimination period, the STD shall commence on the eight (8<sup>th</sup>) day following the commencement of non-hospitalized sickness.
- (iv) Long-Term Disability (LTD) [income replacement during a qualifying disability equal to sixty-six and two-thirds percent (66 2/3%) of basic monthly earnings to the established maximum following a one hundred and twenty (120) working day elimination period];
- (v) Alberta Blue Cross Dental Plan, which plan provides eighty percent (80%) reimbursement of basic eligible dental expenses, fifty percent (50%) of extensive eligible dental expenses and fifty percent (50%) of orthodontic eligible dental expenses in accordance with the current Alberta Blue Cross Usual and Customary Dental Fee Schedule and within the limits of the Plan. A maximum annual reimbursement of three thousand dollars (\$3,000.00) per insured person per benefit year shall apply to extensive services. Orthodontic services shall be subject to a lifetime maximum reimbursement of three thousand dollars (\$3,000.00) per insured person.
- (vi) Alberta Blue Cross Supplementary Health Benefits Plan, or equivalent, which includes eighty percent (80%) direct payment for all physician or dentist prescription medication that is eligible under the plan and prescribed in accordance with the plan.

- (c) **Providing there are no legislative changes, the** ~~At the Employer's option,~~  
~~an~~ "EI SUB Plan" **will** ~~to~~ supplement an eligible Employees Employment Insurance to meet the Employer's obligation to provide benefit payments during the valid health-related period for being absent from work due to pregnancy for which the Employee has provided satisfactory medical substantiation. The Employer shall provide information regarding the "EI SUB Plan" to all Employees when they request Maternity Leave as per Article 33.06.

25.02 Where the benefits specified in Article 25.01 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.

25.03 (a) The premiums will be cost-shared seventy-five percent (75%) by the Employer and twenty-five percent (25%) by the Employee.

- (b) The Employer will provide information to retiring Employees on the Alberta Blue Cross plan for Retired Employees (between 50 and 75 years of age). Retirees have 60 days to apply for the Alberta Blue Cross Retiree Plan to ensure they receive preferred pricing. The Retiring Employees will pay the full cost of the premiums.

25.04 During the first twenty-four (24) months an Employee is on LTD, they may continue participation in the Alberta Health Care Insurance Plan by paying the full premium costs to the Employer. The employment of an Employee may be terminated when the Employee has been on LTD for twenty-four (24) months subject to the requirements of Article 6.

25.05 An Employee shall cease to earn sick leave credits and vacation credits while on STD and LTD.

25.06 The Employer shall distribute to all Employees brochures and other relevant information concerning the above plans upon hiring, and when there are changes to the plan.

25.07 (a) Such coverage shall be provided to:

- (i) a Regular Full-time Employee; and
- (ii) a Regular Part-time Employee 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; and
- (iii) a Temporary Employee who is hired to work for a position 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.

- (b) Regular and Temporary Part-time Employee whose hours of work average less than fifteen (15) hours per week over one (1) complete cycle of the shift schedule, Temporary Employees hired for a position of less than six (6) months duration, and Casual Employees, are not eligible to participate in the Employee Benefits Plan. However, such individuals covered by the Collective Agreement who were enrolled for such benefits on the day prior to the commencement date of this Collective Agreement shall not have benefits discontinued solely due to the application of this provision.
- 25.08 (a) The Employer will provide one (1) copy of each of the plans and contracts of insurance to the Health Sciences Association of Alberta. Where the Covenant Health HSAA Benefit Plan is not in force in any given Site, that Employer will provide a copy of its plan to the Union.
- (b) The Employer, as applicable, shall advise the Union of all premium rate changes pursuant to Article 25.01(b).
- 25.09 No substantive changes will be made to any of the benefit plans without mutual written agreement between the parties. Any dispute arising from the amendment of the benefit plans will be subject to review from the Joint Committee.

#### **ARTICLE 27: OVER/UNDER PAYMENTS**

- 27.01 In the event that an Employee is over or under compensated by error on the part of the Employer, the Employer shall correct such compensation error not later than the second (2<sup>nd</sup>) pay day following the date on which the party/Parties discovering the error knew, or ought to have known of the error.

In the case of an underpayment, where the Employer discovers the error, the Employer will notify the Employee in writing that an underpayment has been made. Such written notice shall include all calculations. If an under payment is not corrected by the second pay day, the Employee shall have ten (10) days to file a grievance as outlined in Article 46.

In the case of an overpayment, the Employer shall notify the Employee in writing, including all calculations, that an overpayment has been made and discuss repayment options. By mutual agreement between the Employer and the Employee, repayment arrangements shall be made. **The Employer shall act reasonably when discussing and arranging repayment options.** 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 29: PROMOTIONS, TRANSFERS AND VACANCIES**

- 29.01
- (a) Vacancies within the bargaining unit for full-time and part-time positions, and temporary positions of three (3) months or more, shall be posted not less than eight (8) calendar days in advance of making an appointment. For purposes of this clause, electronic posting of vacancies will satisfy the posting requirement. The Employer will provide Employees with on-line access to electronic postings.
  - (b) Where circumstances require the Employer to fill a posted vacancy before the expiry of eight (8) calendar days, the appointment shall be made on a temporary or relief basis only.
  - (c) Subject to Article 29.05 where vacancies are filled, first consideration shall be given to Employees who are already members of the bargaining unit.
  - (d) The notice of posting referred to in Article 29.01(a) shall contain the following information:
    - (i) duties of the position;
    - (ii) qualifications required;
    - (iii) hours of work;
    - (iv) status of position, and expected term if a temporary position;
    - (v) salary; and
    - (vi) for information purposes only, current Site(s).
  - (e) The Employer shall forward copies of the posting of vacancies of all positions within the bargaining unit as outlined in Article 29.01(a) to the appropriate Union office within seven (7) calendar days of the posting.
- 29.02 Applications for newly created positions, transfers, or promotions shall be made to the Employer using the acceptable method as outlined by the Employer.
- 29.03 The appropriate Union office shall be advised of the name of the successful applicant of a posting for a position in the bargaining unit within eight (8) calendar days of the appointment. Where an Employee in the bargaining unit has applied on the posting, the name of the successful applicant shall be communicated in writing to the applicants in the bargaining unit within eight (8) calendar days of the appointment

- 29.04 (a) Where a vacancy for a temporary position has been filled by the appointment of a Regular Full-time or Part-time Employee, and where, at the completion of the expected term of the temporary position, the Employer decides that the Employee is no longer required in that position, they shall be reinstated in their former position. If such reinstatement is not possible, the Employer will notify the Employee in writing and reasons shall be given, then the Employee shall be placed in another suitable position. Such reinstatement or placement shall be without loss of seniority and at not less than the same rate of pay to which the Employee would be entitled had they remained in their former position.

The reinstatement or placement of an Employee in accordance with Article 29.04(a) shall not be construed as a violation of the posting provisions of Article 29.01.

- (b) Where a vacancy for a temporary position has been filled by the appointment of a Casual Employee, and, where, at the completion of the expected term of the temporary position, the Employer decides that the Employee is no longer required in that position, they shall be reinstated to casual status.
- (c) During the term of the temporary position, the incumbent Employee shall not be eligible to apply for other temporary positions that commence before the current temporary position ends unless otherwise mutually agreed between the Employee and the Employer.

- 29.05 (a) In making promotions and transfers, experience, performance and qualifications applicable to the position shall be the primary consideration. Where these factors are adjudged by the Employer to be relatively equal, seniority shall be the deciding factor.
- (b) If all applicants for a vacancy are Casual Employees, experience, performance and qualifications applicable to the position shall be the primary consideration. Where these factors are adjudged by the Employer to be relatively equal, the position shall be awarded to the Employee who has the greatest number of hours worked with the Employer.

- 29.06 For each promotion or transfer, the Employer shall weigh the criteria as applicable to the position and document the rationale for their selection decision. Upon request, the Union shall be provided with the rationale and applicable documentation.

**Note: Clause 29.07(a) amended for EMS in Local Conditions (Page )**

- 29.07 (a) All transfers and promotions shall be on a trial basis. The transferred or promoted Employee will be given a trial period of four hundred and eighty-eight point two five (488.25) hours worked, exclusive of overtime, in which to demonstrate their ability to perform the new tasks to the satisfaction of the Employer. Such trial period may be extended by agreement between the Union and the Employer. The Employer shall provide an evaluation of the Employee prior to the completion of the trial period. Should such Employee fail to succeed or request to return to their former position/status, during the aforementioned trial period, the Employer will make a sincere effort to reinstate the Employee in their former position/status, or, if such reinstatement is not possible, place the Employee in another suitable position. Such reinstatement or placement shall be without loss of seniority and at not less than the same rate of pay to which the Employee would be entitled had they remained in their former position/status.
- (b) Pursuant to Article 29, an Employee who achieves a transfer to a different position shall be transferred in a timely manner. Should the agreed upon transfer date be delayed by the Employer by more than twenty-eight (28) days, the Employee shall suffer no loss of income as a result of the delay.
- 29.08 (a) When an Employee is promoted to a classification to which is assigned a higher salary scale, the salary of such promoted Employee shall be advanced to that step in the new scale which is next higher than their current **Basic Rate of Pay** or to the step which is next higher again if such salary increase is less than the Employee's next normal increment on the former salary scale. In the event that a promoted Employee is at the last increment in the scale for the classification held prior to the promotion, their salary shall be advanced to that step in the scale which is next higher than their current **Basic Rate of Pay**, or if such salary increase is less than the Employee's last normal annual increase, they shall be advanced to the step which is next higher again in the scale.
- (b) **An Employee, who has been employed continuously with the Employer and promoted to a classification to which they have previously worked, within the last five (5) years, shall be paid at no less than the rate prescribed in 29.08(a) or no less than the rate in the step they last held in that classification, whichever is greater.**
- 29.09 An Employee's anniversary date for the purpose of qualifying for an annual increment shall not be changed as a result of a promotion.
- 29.10 (a) When, because of inability to perform the functions of a position or by the Employee's request, an Employee is transferred to a classification to which is assigned a lower salary scale, their rate will be adjusted immediately to the step in the lower salary scale that will result in the recognition of service as provided in Article 15.

- (b) When, because of inability to perform the functions of a position due to illness or injury, an Employee accommodated into a classification to which a lower salary scale is assigned, they shall move to the pay step of the lower salary scale that is closest to but not higher than their present Basic Rate of Pay.
  - (i) The Employee may be required to provide proof satisfactory to the Employer to support the need for accommodation.
  - (ii) Such placements shall be deemed not to be a violation of the posting and selection provisions of this Article.

29.11 Promotion shall not be used to fill a temporary vacancy of less than three (3) months. In the event that an Employee is assigned to a classification with a higher salary scale in order to fill a temporary vacancy, the provisions of Article 18 shall apply.

29.12 **Employment in Multiple Positions**

- (a) The Parties agree that this applies to Employees who hold more than one (1) position within the bargaining unit or to Employees who subsequently attain more than one (1) position within the bargaining unit.
- (b) An Employee is responsible for notifying their supervisor that they are employed in multiple positions with the Employer.
- (c)
  - (i) Employees shall not be employed within the bargaining unit in greater than full-time capacity.
  - (ii) 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 Article.
- (d) 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, Vacation, Sick Leave, Named Holidays, Increments, placement on the Salary Appendix and Seniority, provided that the following conditions are met:
  - (i) the total hours of the positions do not exceed full-time employment as defined in this Collective Agreement; and
  - (ii) the regular hours of work to be combined are associated with regular part-time positions; and
  - (iii) the positions are in the same classification and their schedules can be made Collective Agreement compliant or the Employer and Employee mutually agree to waive the scheduling provision of Article 11 in the Collective Agreement.

- (e) Where the regular hours of work of multiple positions cannot be combined in accordance with (iii) above, because they are in different classifications, they may be combined for the purposes of determining benefit eligibility only.
- (f) 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 period for any further increment advancement would include any regular hours already worked and not credited towards the next increment level.
- (g) An Employee who holds multiple positions would have the earliest "seniority date" recognized for the purpose of Article 28.
- (h) Probation and trial periods will apply to each component of the multiple positions. Probation is completed upon the successful completion of the first (1<sup>st</sup>) probationary period, with probation in second (2<sup>nd</sup>) 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.
- (i) Layoff and recall provisions shall apply individually to each position.
- (j) 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 (1) of the positions.
- (k) An Employee who accepts multiple positions 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.
- (l) 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.

### **ARTICLE 30: LAYOFF AND RECALL**

- 30.01
- (a) Prior to layoffs occurring, the Parties will meet and discuss the appropriate application of Article 30.02 to the circumstances, including but not limited to:
    - (i) the timing and specific process to be followed;
    - (ii) any other issue the parties deem appropriate.

- (b) In case it becomes necessary to reduce the work force by:
  - (i) reduction in the number of Employees; or
  - (ii) reduction in the number of regularly scheduled hours available to one (1) or more Employees;

the Employer will notify the Union and all Employees who are to be laid off at least ~~fourteen (14)~~ **twenty-eight (28)** calendar days prior to layoff, except that the ~~fourteen (14)~~ **twenty-eight (28)** calendar days' notice shall not apply where the layoff results from an Act of God, fire, or flood. If the Employee laid off has not been provided with an opportunity to work their regularly scheduled hours during ~~fourteen (14)~~ **twenty-eight (28)** calendar days after notice of layoff, the Employee shall be paid in lieu of such work for that portion of the ~~fourteen (14)~~ **twenty-eight (28)** calendar days during which work was not made available. Where the layoff results from an Act of God, fire or flood the affected Employee shall receive pay for the days when work was not available up to a maximum of two (2) weeks' pay in lieu of notice.

- (c) An Employee whose position is permanently relocated to a Site beyond fifty (50) kilometres from their original Site shall have the option of accepting transfer to the new Site or exercising rights under Article 30.02.
- (d) 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.
- (e) The Union will be notified at least two (2) working days (forty-eight (48) hours) in advance of the date when the notice of layoff is to be issued. When notice of layoff is delivered to an Employee in person, the Employee shall be accompanied by a representative of the Union.
- (f) Subject to operational requirements, Employees who have received layoff notice shall be allowed to access banked or vacation time for the purpose of attending job interviews during the layoff notice period.

- 30.02
- (a) Layoff shall be in reverse order of seniority within the affected classification and Site, however, the Employer shall have the right to retain Employees who would otherwise be laid off when layoff in accordance with this Article would result in retaining Employees who are not capable and qualified of performing the work required.

~~(e)(b)~~ Where an Employer's organization is structured such that a classification is employed in more than one (1) department or program within the Site, the An Employee who is subject to layoff or has been displaced in accordance with Article 30.02(a) and is not the least senior Employee in the classification at the Site, Employee will have the following options in advance of having to adhere to Article 30.02~~(b)~~(c) subject to being capable and qualified to do the work:

- (i) acceptance of an available vacancy within the bargaining unit; or
- (ii) displacement of ~~the least~~ a less senior Employee in the same classification or a lower level classification in the classification series in the Site;
- (iii) acceptance of layoff; or
- (iv) severance, in accordance with Letter of Understanding #2 - Severance.

If the Employee chooses a vacancy in a different Site from which they were laid off, the Employee shall bear all applicable travel and/or relocation costs associated with such acceptance and the chosen location becomes the Employee's new Site.

~~(b)(c)~~ If an Employee who is subject to layoff or has been displaced in accordance with Article 30.02(a) is not the least senior Employee at their site but not the least senior Employee in the classification, within a fifty (50) kilometer radius from the Site, the Employee may choose one of the following options subject to being capable and qualified to do the work:

- ~~(i)~~(i) acceptance of an available vacancy within the bargaining unit;
- ~~(i)~~(ii) displacement of ~~the least~~ a less senior Employee in the same classification or a lower level classification in the classification series, within a fifty (50) kilometer radius from the Site; or
- (iii) acceptance of layoff; or
- (iv) severance, in accordance with Letter of Understanding #2 - Severance.

If the Employee chooses a vacancy or displacement in a different Site from which they were laid off, the Employee shall bear all applicable travel and/or relocation costs associated with such acceptance and the chosen location becomes the Employee's new Site.

An Employee affected by layoff may elect not to displace ~~the least~~ a less senior Employee and be laid off without forfeiting recall rights.

**Recall**

- (a) The Employer shall maintain recall list(s) for all Employees on recall. Such list(s) shall be provided to the Union quarterly when there are Employees on recall.
- (b) When increasing the work force, recalls shall be carried out in order of seniority from the laid off Employees from all Sites within a fifty (50) kilometer radius of the vacancy, provided the Employee is capable and qualified of performing the work required.
- (c) The method of recall shall be by telephone and, if such is not possible, by double registered letter sent to the Employee's last known place of residence. The Employee so notified will return to work as soon as possible but, in any event, not later than five (5) days following either the date of the telephone call or the date the letter was registered.
- (d)
  - (i) The Employer shall endeavor to offer opportunities for casual work to laid off Employees in order of their seniority before assigning the work to a Casual Employee, providing the laid off Employee is qualified and capable of performing the work required.
  - (ii) Notwithstanding the provisions of Article 30.03(c)(i), casual work shall first be made available to laid off Employees of the Site from which the Employee was laid off.
  - (iii) A laid off Employee may refuse an offer of casual work without adversely affecting their recall status.
  - (iv) An Employee who accepts an offer of casual work shall be governed by the Collective Agreement provisions applicable to a Casual Employee, however, such Employee's recall status and seniority standing upon recall shall not be affected by the period of casual employment.
- (e) For the purpose of this clause "Casual Work" shall mean:
  - (i) work on a call-in basis which is not regularly scheduled;
  - (ii) regularly scheduled work for a period of three (3) months or less for a specific job; or
  - (iii) work to relieve for an absence the duration of which is anticipated to be three (3) months or less.
- (f) Notwithstanding the provisions of Article 28.04, if an Employee is recalled for any length of time, other than for Casual Work, then that Employee's period of recall rights starts anew.

(g) Notwithstanding Article 28.04(c), an Employee shall have the right to refuse a recall to a position which is located at a Site other than their current Site without adversely affecting the Employee's recall rights except at the Site to which the recall was refused.

30.04 No new Regular or Temporary Employees will be hired while there are other Employees within a fifty (50) kilometer radius of the Site(s) where there are Employees on layoff, as long as the laid off Employees are qualified and capable of performing the work required.

30.05 In the case of layoff, the Employee shall accrue sick leave and earned vacation for the first (1<sup>st</sup>) month. The Employee's increment date shall also be adjusted by the same amount of time as the layoff and the new increment date shall prevail thereafter. Employees shall not be entitled to Named Holidays with pay which may fall during the period of layoff.

30.06 In the case of layoff in excess of one (1) month duration, the Employer shall inform the Employee that they may make arrangements, subject to the applicable Pension Board's approval, for the payment of their contributions to the applicable pension plan, and that they may make prior arrangement for the payment of the full premiums for applicable Employee benefit plans contained in Article 25 subject to the Insurer's requirements.

#### **ARTICLE 31: TECHNOLOGICAL CHANGE**

31.01 Should the Employer find it necessary to introduce technological change by altering methods or utilizing different equipment, and if such change will displace Employees in the bargaining unit, 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 interests of Employees so affected.

31.02 If the Employer introduces technological change which results in the displacement of an Employee, the Employer shall make reasonable efforts to provide alternative employment of a comparable nature.

31.03 Where the alternate employment is in a lower paid classification, the Employee shall continue to receive the salary of the higher paid classification at the time of the transfer until the salary of the lower paid classification passes that of the higher paid classification.

31.04 Where alternative employment of a comparable nature is not available, the Employer will give the Employee a minimum of ~~six (6)~~ **eight (8)** weeks' notice or pay in lieu of notice of displacement, and all conditions of the Layoff and Recall Article shall apply with the exception that notice contained in Article 30.01 will not apply.

## **ARTICLE 33: LEAVES OF ABSENCE**

### **33.01 General Policies Covering Leaves of Absence**

Employees are eligible for any leaves as set out in the *Alberta Employment Standards Code*. Employees are eligible for these leaves after ninety (90) days of employment. Leaves of Absence are without pay. The Employer may require proof of eligibility for the leaves.

The following general policies apply to all leaves of absence as described in this Article:

- (a) An application for leave of absence shall be made, in writing, to the Employer as early as possible. The application shall indicate the desired dates for departure and return from the leave of absence. The Employer shall indicate approval or disapproval in writing within twenty-eight (28) days of the request for any leave of absence.
- (b) 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.
- (c) Except as provided in Article 33.01(d), 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 25, that Employee may, subject to the Insurer's requirements, make prior arrangement for the prepayment of the full premiums for the applicable plans at least one (1) pay period in advance. The time limits as provided for in this Article may be waived in extenuating circumstances.
- (d) For the portion of maternity leave during which an Employee has a valid health-related reason for being absent from work and who is in receipt of sick leave, EI SUB Plan benefits, STD or LTD, benefit plan premium payments shall be administered in the same fashion as an Employee absent due to illness.
- (e) In the case of a leave of absence, an Employee shall accrue sick leave and vacation credits for the first thirty (30) days. Where the leave of absence exceeds thirty (30) days, an Employee's increment date shall be adjusted by the amount of time that the leave of absence exceeds thirty (30) days, and the new increment date shall prevail thereafter.
- (f) During an Employee's leave of absence, the Employee may work as a Casual Employee with the Employer without adversely affecting the Employee's reinstatement to the position from which the Employee is on leave.

**General Leave**

Leave of absence without pay may be granted to an Employee at the discretion of the Employer and the Employee shall not work for gain during the period of leave of absence except with the express consent of the Employer. Where approval is denied, the Employer will respond in writing and reasons shall be given.

**Educational Leave/Exchange Programs**

- (a) The Parties to this Collective Agreement recognize the value of continuing education for each Employee covered by this Collective Agreement. Furthermore, the Parties recognize that continuing education is a requirement for some Employees. The responsibility for such continuing education lies not only with the individual but also with the Employer.
- (b) A paid 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.
- (c) Should the Employer direct an Employee to participate in a specific 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) for hours in attendance at such program on regularly scheduled days off, the Employee shall be paid at their Basic Rate of Pay to a maximum of seven and three-quarter (7 3/4) hours per day;
  - (iii) the Employer will pay the cost of the course including tuition fees, reasonable travel and subsistence expenses subject to prior approval.
- (d) For the purpose of qualifying for an annual increment, an Employee granted educational/exchange leave shall be deemed to remain in the continuous service of the Employer for the first (1<sup>st</sup>) twenty-four (24) calendar months only of such period of leave. In the event the duration of educational/exchange leave continues for a period in excess of twenty-four (24) months, an Employee's anniversary date for salary increment purposes shall be delayed by the amount of time that said leave exceeds twenty-four (24) months, and the newly established anniversary date shall prevail thereafter.
- (e) An Employee absent on approved educational/exchange leave shall be reinstated by the Employer in the same position and classification held by them immediately prior to taking such leave or be provided with alternate work of a comparable nature.

**(f) Professional Development Days**

- (i) Upon request each Regular Employee shall be granted three (3) Professional Development Days annually paid at the Basic Rate of Pay, for professional development directly related to their discipline.
- (ii) Professional Development Days unused in each fiscal year shall not be carried forward into subsequent years.
- (iii) Requests for such paid Professional Development Days shall be made in writing to the Employer as early as possible and shall not be unreasonably denied.
- (v) Implementation of Professional Development Days shall be as follows:
  - (a) Effective date of ratification, each Regular Employee shall receive one (1) day,
  - (b) Effective April 1, 2026, each Regular Employee shall receive three (3) days.

33.04

#### **Personal Leave**

- (a) Benefit eligible Regular Employees shall be entitled to Personal Leave days each year, from April 1<sup>st</sup> through March 31<sup>st</sup>. Employees shall request such days as far in advance as possible. These days are for the purpose of attending to personal matters and family responsibilities, including, but not limited to attending appointments with family members. Employees requesting Personal Leave are not required to provide the Employer with details regarding the purpose of their request. Requests for Personal Leave shall not be unreasonably denied, subject to operational requirements.
- (b) The number of Personal Leave days are determined by the FTE as of April 1 of each year.
  - (i) Full-time and Part-time Employees greater than zero point eight (0.80) FTE shall be entitled to twenty-three point two five (23.25) hours;
  - (ii) Part time Employees between zero point six (0.60) and zero point eight (0.80) FTE shall be entitled to fifteen point five (15.5) hours;
  - (iii) Part-time Employees between zero point three eight (0.38) and zero point five nine (0.59) FTE shall be entitled to seven point seven five (7.75) hours.

- (c) Personal Leave is granted in hourly increments of no less than three (3) hours when requested by the Employee, subject to operational requirements.
- (d) Any Personal Leave days not used by March 31<sup>st</sup> of each year shall not be carried over or paid out on termination of employment.
- (e) New Employees hired after January 1<sup>st</sup> of each year shall not receive Personal Leave days until April 1<sup>st</sup> of the same year.

33.05

#### **Bereavement Leave**

- (a) Bereavement Leave with pay of:
  - (i) five (5) consecutive working days shall be granted in the event of the death of a member of the Employee's immediate family. Upon request, the Employee may be granted additional leave of absence without pay. Immediate family of the Employee is defined as spouse, parent, child, brother, sister, grandchild, fiancé. Step-parent, step-children, step-brother, and step-sister, aunt, uncle, niece, nephew, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent-in-law, brother-in-law, sister-in-law, legal guardian and grandparent, shall be considered as members of the Employee's immediate family. "Spouse" shall include common-law or same-sex relationship and shall be deemed to mean a person who resided with the Employee and who was held out publicly as their spouse for a period of at least one (1) year before the death.
- (b) Bereavement Leave shall be extended by two (2) additional days if travel in excess of three hundred and twenty (320) one way from the Employee's residence is necessary for the purpose of attending the funeral.
- (c) Notwithstanding the provisions of Article 33.05(a) and (b), where special circumstances exist, an Employee may request that Bereavement Leave be divided into two (2) periods. Such request is subject to the approval of the Employer. In no circumstances, however, shall an Employee be eligible for more days off with pay than they would have been eligible to receive had the Bereavement Leave been taken in one (1) undivided period.
- (d) **Funeral / Memorial Ceremony Leave**

In the event of the death of a close friend or another relative not defined as part of the Employee's immediate family as per 33.05(a), the Employer may grant up to one (1) working day off without loss of regular earnings to attend the funeral service or memorial ceremony.

33.06

**Maternity Leave**

- (a) An Employee who has completed ninety (90) days of employment shall, upon their written request, 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. 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. Maternity Leave shall not exceed sixteen (16) weeks.
- (b) 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, 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 33.06(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 33.01.
- (c) A pregnant Employee whose pregnancy ends other than as a result of a live birth within sixteen (16) weeks of the estimated due date is entitled to maternity leave. Such maternity leave will end sixteen (16) weeks after the commencement of the leave.

33.07

**Parental Leave**

- (a) A parent who has completed ninety (90) days of employment shall, upon their written request, be granted leave of absence without pay and benefits for a period up to sixty-two (62) weeks for parenting duties following the birth of a child. For the birth mother, Parental Leave starts immediately following Maternity Leave.
- (b) An Employee who has completed ninety (90) days of employment shall be granted leave of absence without pay and benefits for a period of up to sixty-two (62) weeks for the purpose of adopting a child provided that:
  - (i) they make a written request for such leave at the time the application for adoption is approved and keeps the Employer advised of the status of such application; and
  - (ii) they provide the Employer with at least one (1) days' notice that such leave is to commence.

- (d) Parental Leave shall end seventy-eight (78) weeks from the birth of the child or date of adoption, unless mutually agreed otherwise between the Employer and the Employee.
- (e) An Employee absent on Parental Leave shall endeavor to provide the Employer with twelve (12) weeks' written advance notice of their readiness to return to work but in any event shall provide four (4) weeks' written notice, following which the Employer will reinstate them in the same position held by them immediately prior to taking such leave and at the same step in the salary scale or provide them with alternate work of a comparable nature at not less than the same step in the salary scale and other benefit that accrued to them up to the date they commenced the leave.
- (f) Parental Leave of at least one (1) working day with pay shall be granted upon the written request of a parent-to-be to enable such Employee to attend to matters directly related to the birth or adoption of a child.

33.08

**Union Business**

Subject to the provisions of Article 4.08:

- (a) Provided operational efficiency shall not in any case be disrupted, leave of absence shall be granted by the Employer to an Employee elected or appointed to represent the Union at conventions, meetings, workshops, seminars, schools, Union business; or Union members hired to a paid position in the Union for a period of up to one (1) year. Such leave shall be with pay.
- (b) Representatives of the Union shall be granted time off with pay in order to participate in collective bargaining and Essential Services negotiations with the Employer or its bargaining agent.
- (c) Members of the Board of Directors of the Union shall be granted a leave of absence with pay to attend Union business. Such member shall provide the Employer with such request in writing with as much advance notice as possible.
- (d) Upon ratification, paid positions of the Union shall be granted leave of absence with pay, and shall at their option continue to contribute and participate in the Employee Benefit Plans (Article 25), and/or the Pension Plan/LAPP, with the Union paying the Employer share of cost.

- (e) Except in (c) and (d) above, representatives of the Union who are elected to a position with any Union affiliate may be granted, whenever possible, Leave of Absence without pay to permit them to fulfill the duties of the office. The HSAA affiliates including but not limited to: The Alberta Federation of Labour (AFL), National Union of Public and General Employees (NUPGE), Canadian Labour Congress (CLC), and Alberta District Labour Councils, or as designated by Health Sciences Association of Alberta.

### 33.09 **Leave for Public Office**

- (a) The Employer recognizes the right of an Employee to participate in public affairs. Therefore, upon written request, the Employer shall allow a leave of absence without pay to permit them to fulfill the duties of that office.
- (b) Regular Employees who are elected to **serve at the municipal, provincial, federal, first nations or other indigenous government level, public office** shall be allowed a leave of absence without pay for a period of time not to exceed ~~four (4)~~ **five (5)** years.
- (c) An Employee who has been on public office leave shall be reinstated by the Employer in the same position and classification they held immediately prior to taking such leave or be provided with alternate work of a comparable nature.

### 33.10 **Compassionate Care Leave**

#### ***In accordance with the Alberta Employment Standards Code:***

- (a) An Employee who must be away from work temporarily to provide care or support to a qualified family member who is gravely ill and who has a significant risk of death shall be entitled to leave of absence without pay but with benefits at the normal cost-sharing, for a period of up to twenty-seven (27) weeks. Qualified relative means a person in a relationship to the Employee for whom the Employee would be eligible for the compassionate care benefit under Employment Insurance legislation.
- (b) Employees may be required to submit to the Employer satisfactory proof demonstrating the need for Compassionate Care Leave.

### 33.12 **Military Leave**

Upon application by an Employee, the Employer shall grant a leave of absence for military leave. Such leave of absence shall be in accordance with the Government of Canada regulations and any regulations passed by the Employer relative to LAPP and group insurance contributions.

### 33.13 **Registering/Professional College Leave**

An Employee who is elected, or is appointed to represent their registering or professional body will be granted leave of absence without pay and benefits.

33.14 **Humanitarian Relief Leave**

An Employee may request in writing for an unpaid leave of absence to provide humanitarian relief or medical relief aid, in accordance with Article 33.01. Such request shall not be unreasonably denied.

33.15 **Leave for Parents with Critically Ill Children**

- (a) An Employee who must be away from work temporarily to provide care or support to a critically ill child shall be entitled to leave of absence without pay for a period of up to thirty-six (36) weeks. Critically ill child means a child who has a life-threatening illness or injury that can include various acute phases of illness and for which continued parental care and support is required and for whom the Employee would be eligible for Leave for Parents with Critically Ill Children benefit under Employment Insurance legislation.
- (b) Employees may be required to submit to the Employer satisfactory proof demonstrating the need for Leave for Parents with Critically Ill Children.

33.16 **Leave for Parents - Death or Disappearance of a Child**

An Employee who meets the criteria for death or disappearance of child leave specified in the Employment Standards Code shall be entitled to a leave of absence without pay for a period up to:

- (a) Fifty-two (52) weeks in the event of the disappearance of a child; or
- (b) One hundred and four (104) weeks in the event of the death of a child.

33.17 **Domestic Violence Leave**

- (a) The Employer recognizes that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance and performance at work.
- (b) An Employee who has been subjected to domestic violence may require time off from work to address the situation and shall be entitled to leave of absence without pay for of up to ~~ten (10)~~ **five (5)** days per calendar year.
- (c) An Employee may **also** access applicable leaves of absence or banks such as sick leave, personal leave, court appearance leave, or general leave without pay.

- (d) Personal information concerning domestic violence shall be kept confidential by the Employer.
- (e) The Employee and Employer will only disclose relevant information on a “need to know” basis to protect confidentiality while ensuring workplace safety.

### **33.18 Citizenship Ceremony Leave**

**An Employee who has completed ninety (90) days of employment is entitled to one half (1/2) day of leave without pay to attend a citizenship ceremony to receive a certificate of citizenship, as provided for under the *Citizenship Act* (Canada).**

## **ARTICLE 37: DISCIPLINE AND DISMISSAL**

- 37.01 Except for the dismissal of an Employee serving a probationary period, there shall be no dismissal or discipline except for just cause.
- 37.02 Unsatisfactory conduct by an Employee which is not considered by the Employer to be 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. The written warning shall indicate that it is disciplinary action.
- 37.03 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~~ and serious enough to warrant **a written warning**, suspension or dismissal, may result in a ~~written warning~~ **written disciplinary letter** 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. 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.
- 37.04 The procedures stated in Articles 37.02, 37.03 and 37.10 do not prevent immediate suspension or dismissal for just cause.
- 37.05 An Employee who has received a written warning, or has been suspended or dismissed shall receive from the Employer, in writing, the reason(s) for the warning or suspension or dismissal. A copy of the letter shall be sent to the Union within five (5) working days.

- 37.06 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.
- 37.07 (a) An Employee, who has been subject to disciplinary action, shall after eighteen (18) months from the date the disciplinary measure was initiated, excluding leaves of absence greater than sixty (60) days, request in writing that their record be cleared for that disciplinary action. The Employer shall confirm in writing to the Employee that such action has been effected.
- (b) After the letter is removed from the Employee's file, the Employer shall not make reference to and/or rely upon the letter for any purpose.
- 37.08 An Employee who is dismissed shall receive their termination entitlements at the time they leave.
- 37.09 For purposes of this Article, a working day shall mean consecutive calendar days exclusive of Saturdays, Sundays and Named Holidays specified in Article 22.
- 37.10 (a) When circumstances permit, the Employer shall provide at least one (1) working day (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 discussing 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 their applicable rate of pay for the duration of such meeting(s).
- (b) **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.**
- 37.11 The Parties may agree to mutually extend timelines.
- 37.12 **Reporting to Professional Associations**
- If an Employee is reported by the Employer to their professional association, the Employee shall be advised within three (3) working days. The Employee shall receive a copy of the report. If the Employee is fully exonerated by the professional association, the Employee may request the report to the College be removed from the Employee's personnel file and destroyed.

## **ARTICLE 40: JOB CLASSIFICATIONS**

### **40.01 New Classifications**

If the Employer creates a new classification or combines two (2) or more main body classifications, two (2) or more Local Condition classifications, or two (2) or more Local Condition and main body classifications to create 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 title and a salary scale and give written notice of same to the Union.
- (b) If the Union does not agree with the classification title and/or the salary scale, representatives of the Employer and the Union, shall, within thirty (30) days of the creation of the new classification or the inclusion of a new classification in the bargaining unit, meet for the purpose of establishing a classification title and salary scale for the new classification.
- (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 title, it is understood that the Employer's decision in respect to the classification title 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, the Union may, within sixty (60) days of the date the new classification was created or included in the bargaining unit, refer the salary scale to Arbitration **or by mutual agreement between the Employer and the Union a single external classification consultant (Appeal Chair)**. Should the Union not refer the matter to Arbitration **or by mutual agreement a single external classification consultant (Appeal Chair)** within the stated time limit, the final position of the Employer, as stated in negotiations, shall be implemented.

#### 40.02 (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. **This may occur when there has been a substantive change to the primary duties and responsibilities of a position, when there has been a change in organizational structure that significantly impacts roles, or when a classification specification has been amended in a manner that alters the basis on which classification levels are differentiated. The Employee's submission will indicate the reason(s) why they believe their position is inappropriately classified, including the changes that have occurred to the position, organization, or classification specification(s).** Within seven (7) days of receipt of the request, the immediate out-of-scope Manager shall send a copy of the Employee's request along with a copy of the current job description to the Classification and Compensation Department ~~and~~ **who** shall confirm in writing to the Employee and to the Union Classification Analyst that the Employee's request has been received. Classification and Compensation shall advise the Employee and the Union of the results of the Classification Review within sixty (60) days of receiving the ~~completed~~ **Employee's** request and job description. The notification shall be in writing and include detailed rationale for the decision.

An Employee may only request one review of their position during the term of the Collective Agreement unless a substantive change **as described above in 40.02(A)(a),** ~~to the duties or responsibilities~~ has occurred.

- (b) 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.

#### (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, within ~~fifteen (15)~~ **thirty (30)** days of the date the Employee became reasonably aware of the classification decision. The written request ~~should~~ **shall**:
- (i) confirm their desire for an Internal Appeal of the classification decision,
  - (ii) **identify an existing classification within the Collective Agreement the Employee believes is appropriate and provide** ~~outline the reason the Employee believes the classification decision is not appropriate. The reasons should specifically~~ details **on** how

their **current** job duties fit within the **proposed** classification specification ~~the Employee thinks is appropriate~~, and

- (iii) include any additional information **and/or supporting documentation** that the Employee believes is necessary **or relevant** to evaluate the request.
- (b) The Employer 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) days of receipt of the request for an Internal Appeal and provide detailed rationale for their decision, including addressing the reasons for the review request provided by the Employee.
- (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.

#### **(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 thirty (30) 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, Director, or designate, a representative Human Resources Client Partners, and a representative from the Classification and Compensation Department and **a** representative(s) of the Union will meet within sixty (60) days to exchange and 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 40.04 (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 40.01.
5. Should the representatives be unable to render a recommendation by consensus within the timelines specified in 40.04(b), either Party may refer the matter to use the Internal Grievance Mediation process and/or **by mutual agreement between the Employer and the Union a single external classification consultant (Appeal Chair) or** an external expert in Classification, with or without a or panel.

40.03 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.

- 40.04
- (a) Should an Employee be re-classified to a higher classification pursuant to this Article, any wage increase associated with the re-classification shall be retroactive to the date of the written request for the Classification Review **by the Employee**. The Employee shall move to the step on the salary scale of the higher classification in accordance with Article 29.08.
  - (b) Employees who are placed in a lower paid classification shall be red circled at the higher rate of pay for two (2) years or until such time as the rate of pay in the new classification meets or exceeds the Employee's red circled rate, whichever is soonest, following which time the rate of pay shall be in accordance with the Salary Appendix in their revised classification. The red circling shall commence the date the Employee was notified of the Employer's decision under 40.02(A)(a).

40.05      **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.
- (b)      Time limits may be extended by mutual agreement, in writing, between the Union and the Employer.

**ARTICLE 42: JOINT WORKPLACE HEALTH, SAFETY AND WELLNESS**

- 42.01      The Parties to this Collective Agreement will cooperate to the fullest extent in the matter of occupational health, safety and accident prevention. Required safety equipment and devices will be provided where necessary by the Employer. The Employer and Employees will take reasonable steps to eliminate reduce or minimize all workplace safety hazards.
- 42.02      The Employer shall establish a Health and Safety Committee(s) which shall be composed of representatives of the Employer and at least one (1) Employee representative of the Union and may include representatives of other Employee groups. The Employee representative of the Union may request the attendance of guest(s) at a Health and Safety Committee meeting(s), and this shall not be unreasonably denied. This Committee shall meet ~~at least once a month as outlined in the Committee's Terms of Reference,~~ and within ten (10) days of receiving a written complaint regarding occupational health, safety, or wellness. A Terms of Reference for the committee(s) will be developed with the participation and agreement of the Unions.
- 42.03      The number of Employer representatives on the Committee shall not exceed the number of representatives from the Union and other Employee groups. The Committee will, on an annual basis, discuss and determine the most effective means of chairing meetings. A request to establish separate committees for each work Site or grouping of work Sites shall not be unreasonably denied.
- 42.04      The ~~applicable Basic~~-Rate of Pay shall be paid to an Employee representative for time spent in attendance at a meeting of this Committee.
- 42.05      The Employer shall not unreasonably deny Employee representatives of the Health and Safety Committee(s) access to the workplace to conduct safety inspections.
- 42.06      The Committee shall consider such matters as occupational health and safety including responsibility for communication and education as required. The Union may make recommendations to the Employer in that regard.
- 42.07      The Health and Safety Committee shall also consider measures necessary to protect the security of each Employee on the Employer's premises and may make recommendations to the Employer in that regard.
- 42.08      The parties will make every reasonable effort to provide available relevant

information to all participating parties at least five (5) days prior to any discussions or meetings to ensure meaningful discussion of safety concerns, incidents, and issues.

**42.09      The Employer shall notify the Committee as soon as reasonably possible, of all serious incidents, potentially serious incidents, and dangerous work refusals. A representative(s) from the Committee may participate in investigations of serious incidents, potentially serious incidents, and dangerous work refusals.**

- 42.10**
- (a) If an issue arises regarding occupational health or safety, the Employee or Union shall first seek to resolve the issue through discussion with the applicable immediate supervisor in an excluded management position. 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 Vice President with accountability for Occupational Health and Wellness. A resolution meeting between the Union and the Vice President, or designate(s), shall take place within twenty-eight (28) calendar days of the issue being referred to the Vice President. The Vice President or designate(s) shall reply in writing to the Union within fourteen (14) calendar days.
  - (c) Should an issue not be resolved by the Vice President, the issue shall be referred to the Chief Executive Officer (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.
  - (d) 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. The governing Board shall reply in writing to the Union within twenty-eight (28) calendar days of the presentation by the Union.

**42.11**      Where an Employee is assigned to work alone, the Employer shall have in place a policy and procedure to support a working alone safety plan.

**42.12**      **(a)**      The Employer shall incorporate a psychological health and safety plan consistent with CSA Z1003 or current CSA Standards. Aspects of this plan relevant to a particular workplace may be reviewed annually by the Health and Safety Committee.

- (b) **Requests for the Employer to conduct a psychological health and safety assessment for a specific work area/unit/program shall not be unreasonably denied. Upon receiving a request for completion of a psychological health and safety assessment, the Employer and the Union will meet, if needed, to discuss relevant factors including capacity, competing priorities, and timing.**

- 42.13 Employer policies, plans and procedures related to Occupational Health and Safety shall be reviewed annually by the Committee.
- 42.14 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.
- 42.15 (a) OHS education, training and instruction shall be provided to Employees, at the Basic Rate of Pay, to fulfill the requirements for training, instruction or education set out in the Occupational Health and Safety Act, Regulation 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 Basic Rate of Pay.
- 42.16 When introducing a regularly scheduled shift that begins or ends between the hours of twenty-four hundred (2400) and zero six hundred (0600), the Employer will notify the Union.

#### **ARTICLE 44: PART-TIME, TEMPORARY AND CASUAL EMPLOYEES**

**Note: Clause 44.01 amended for EMS in Local Conditions (Page )**

- 44.01 Except as modified by this Article, all provisions of this Collective Agreement apply to Part-time, Temporary and Casual Employees, except that Casual Employees shall not be entitled to benefits provided for in:
- Article 9: Probationary Period
  - Article 11: Work Schedules and Shifts
  - Article 23: Sick Leave
  - Article 25: Employee Benefit Plans
  - Article 26: Pension Plan
  - Article 28: Seniority
  - Article 30: Layoff and Recall
  - Article 31: Technological Change
  - Article 33: Leaves of Absence
  - Article 38: Resignation/Termination
- 44.02 (a) A Temporary Full-time or Temporary Part-time Employee shall be covered by the terms and conditions of this Collective Agreement, applicable to Full-time or Part-time Employees as the case may be.

- (b) At the time of hire, the Employer shall state in writing the expected term of employment.
- (c) A Temporary Employee shall not have the right to grieve the termination of their employment when no longer required in that position or on completion of the expected term of the position nor placement pursuant to Article 29.04(b).

44.03

### **Hours of Work**

- (A) Amend Article 10.01 to read:

“Regular hours of work, exclusive of meal periods, shall be up to seven and three-quarter (7 3/4) hours in any day. The ratio of work days to non-work days shall 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) Amend Article 10.02(a) by adding:

“Regular hours of work shall include, as scheduled by the Employer, one (1) rest period of fifteen (15) minutes in instances where the shift is less than seven and three-quarter (7 3/4) hours but more than three and three-quarter (3 3/4) hours.”

- (C) Amend Article 10.02 by adding:

“(d) A Part-time Employee may work additional shifts from time-to-time.

(e) Where a Part-time Employee volunteers or agrees, when requested, to work additional shifts, they shall be paid their Basic Rate of Pay for such hours or, if applicable, at the overtime rate provided in Article 44.05(A) for those hours worked in excess of their regularly scheduled shift.

(f) An Employee required by the Employer to work an additional shift without them having volunteered or agreed to do so, will receive two times (2X) their Basic Rate of Pay. This premium payment will cease and the Employee’s Basic Rate of Pay will apply at the start of their next scheduled shift, or additional shift worked pursuant to Article 44.03(C)(e). **The Employer shall limit the use of mandatory overtime.**

(g) At the time of hire or transfer, the Employer shall state in writing a specific number of hours per shift cycle, which shall constitute the regular hours of work for each Part-time Employee. Such hours may be altered in accordance with the Letter of Understanding re: Increasing or Decreasing Full-Time Equivalencies.

Agreement to amend regular hours of work pursuant to the above shall not be considered a violation of Articles 11 and 29. Where the Parties are unable to agree on an alternate process, the provisions of Article 29 shall apply.

- (h) In the event that a Casual Employee reports to work for a scheduled shift or a shift for which they have been called in for, and is not permitted to commence work, they shall be paid three (3) hours pay at the Basic Rate of Pay.”

44.04 Amend Article 11 (Work Schedules and Shifts) to read:

**Note: Clause 44.04 is not applicable to EMS**

- “11.01 (a) An Employee shall be aware that they may be required to work various shifts throughout the twenty-four (24) hour day and the seven (7) days of the week. The first (1<sup>st</sup>) shift of the working day shall be the one wherein the majority of hours worked fall between twenty-four hundred (2400) hours and zero eight hundred (0800) hours.
- (b) A request by an Employee to work a shift pattern of permanent evenings, permanent nights, permanent evenings and nights, permanent evenings and days, or permanent nights and days shall be considered when operationally feasible. The Employer may require Employees permanently working evenings, nights or both to work blocks of day shift for the purpose of maintaining skill, knowledge and/or proficiency. This is limited to two (2) blocks per year totaling not more than fourteen (14) calendar days.
- (c) An Employee who has requested to work one of the Shift patterns referenced in 11.01(b) and has done so for at least twelve (12) months, may give the Employer notice that they wish to revert to one of the other Shift patterns noted in 11.01(b) or any other shift pattern that is available. Upon receiving such notice, the Employer will canvas all Employees included in the schedule to determine if other Employees wish to amend their shift pattern, regardless of how long they have worked in those Shift Patterns.
- (d) The Employer will not be required to revise the schedule more than once in any twelve (12) month period commencing with implementation of the new shift schedule.

11.02 Shift Scheduling Standards and Premiums for Non-Compliance

- (a) Except in cases of emergency or by mutual agreement between the Employer and the Employee, shift schedules shall provide for:
  - (i) where possible one (1) weekend off in any two (2) week

period but, in any event two (2) weekends off in any five (5) week period;

(ii) at least fifteen (15) hours off duty between the end of one shift and the commencement of the next shift;

(iii) not more than six (6) consecutive scheduled days of work;

(b) Where the Employer is unable to provide for the provisions of Article 11.02(a)(i) or (ii) or (iii), and an emergency has not occurred, nor has it been mutually agreed otherwise, the following conditions shall apply:

(i) failure to provide both of the required two (2) weekends off duty in accordance with Article 11.02(a)(i), shall result in payment to each affected Employee of two times (2X) their Basic Rate of Pay for each of four (4) regular shifts worked during the five (5) week period;

(ii) failure to provide one (1) of the required two (2) weekends off duty in accordance with Article 11.02(a)(i), shall result in payment to each affected Employee of two times (2X) their Basic Rate of Pay for each of two (2) regular shifts worked during the five (5) week period;

(iii) failure to provide fifteen (15) hours off duty between the end of one shift and the commencement of the next shift shall result in payment of two times (2X) the Basic Rate of Pay for all hours worked on that next scheduled shift.

**(iv) failure to provide not more than six (6) consecutive scheduled days of work, in accordance with Article 11.02(a)(iii) shall result in payment of two times (2X) the Basic Rate of Pay for all hours worked on any consecutive scheduled day of work beyond six (6) days.**

(c) An optional scheduling system is available which may be applied with written agreement between the Employer and the Union. The optional scheduling system may be implemented subject to Letter of Understanding # 24 Re: Considering Optional Scheduling System. Where this option is applied, the relevant provisions of Article 11.02(a) shall be amended as follows:

(i) where possible one (1) weekend off in any two (2) week period but, in any event, two (2) weekends off in any five (5) week period;

(ii) at least fifteen (15) hours off duty between the end of one shift and the commencement of the next shift;

- (iii) not more than seven (7) consecutive scheduled days of work.
- (d) An Employee required to rotate shifts shall be assigned day duty approximately one-third (1/3) of the time unless mutually agreed to by the Employer and Employee provided that, in the event of an emergency or where unusual circumstances exist, the Employee may be assigned to such shift as deemed necessary by the Employer.

#### 11.03 Schedule Posting and Schedule Changes

- (a) Unless otherwise agreed between the Employer and the Union shift schedules shall be posted twelve (12) weeks in advance. The Employer shall provide the Union with a copy of each shift schedule upon request. If a shift schedule is changed after being posted, the affected Employees shall be provided with fourteen (14) calendar days' notice of the new schedule. In the event that an Employee's schedule is changed in the new shift schedule, and they are not provided with fourteen (14) calendar days' notice, they shall be entitled to premium payment subject to the provisions of Article 11.03(b).
- (b)
  - (i) If, in the course of a posted schedule, the Employer changes the Employee's shift, they shall be paid at the rate of two times (2X) their Basic Rate of Pay for all hours worked on the first (1<sup>st</sup>) shift of the changed schedule unless fourteen (14) calendar days' notice of such change has been given.
  - (ii) If, in the course of a posted schedule, the Employer changes the Employee's shift start time by two (2) hours or more, they shall be paid at the rate of two times (2X) their Basic Rate of Pay for all hours worked on this shift unless fourteen (14) calendar days' notice of such change has been given.

11.04 In the event that an Employee reports for work as scheduled and is required by the Employer not to commence work but to return to duty at a later hour, they shall be compensated for that inconvenience by receiving three (3) hours' pay at their Basic Rate of Pay.

11.05 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, they shall receive their Basic Rate of Pay for all hours worked with an addition of three (3) hours' pay at their Basic Rate of Pay for that inconvenience.

#### 11.06 Employee Shift Trading

Employees may exchange shifts with the approval of the Employer provided no increase in cost is incurred by the Employer. Shift and/or day

off exchanges may be made up to twelve (12) weeks in advance.

**44.05 Overtime**

**Note: Clause 44.05 amended for EMS in Local Conditions (Page )**

(A) Amend Article 12.01 to read:

“All hours, authorized by the Employer and worked by:

- (i) a Regular Part-time Employee in excess of the maximums specified in Article 44.03(A); or
- (ii) a Casual Employee in excess of their regularly scheduled shift or one hundred and fifty-five (155) hours worked in each consecutive and non-inclusive twenty-eight (28) calendar day period;

shall be paid for at two times (2X) the Basic Rate of Pay on that day.”

**44.06 On-Call Duty**

(A) Amend Article 13 by adding:

“13.12 In the Sites where departments provide service on a regular basis more than five (5) days a week, five (5) days in each consecutive seven (7) day period shall be deemed as work days for the purposes of paying the on-call rate to Casual Employees.”

**44.07 Salaries**

**Note: Clause 44.07 amended for EMS in Local Conditions (Page )**

(A) Amend Article 14.02(a) to read:

“Notwithstanding the time periods stated for increment advancement in the Salaries Appendix, Part-time, Temporary and Casual Employees to whom these provisions apply shall be entitled to an increment on the satisfactory completion of two thousand and twenty-two point seven five (2,022.75) regular hours of work, and a further increment on the satisfactory completion of each period of one thousand eight hundred and twenty-nine (1,829) regular hours of work thereafter until the maximum rate is attained.”

**44.08 Vacation With Pay For Part-Time Employees**

**Note: Clause 44.08 amended for EMS in Local Conditions (Page )**

(A) Article 21.02 is amended to read:

“Part-time Employees

Regular Part-time Employees shall earn vacation with pay calculated in

hours in accordance with the following formula:

$$\begin{array}{lcl} \text{Hours worked as a} & & \text{The applicable} \\ \text{regular Employee as} & \text{X} & \text{percentage as} \\ \text{specified in Articles} & & \text{outlined below} \\ 44.03, 44.08(C) \text{ and} & & \\ 45.12(A) & & \text{= Number of hours} \\ & & \text{of paid vacation} \\ & & \text{time to be taken} \end{array}$$

- (a) six percent (6%) during the first (1<sup>st</sup>) year of employment; or
- (b) eight percent (8%) during each of the second (2<sup>nd</sup>) to ninth (9<sup>th</sup>) years of employment; or
- (c) ten percent (10%) during each of the tenth (10<sup>th</sup>) to nineteenth (19<sup>th</sup>) years of employment; or
- (d) twelve percent (12%) during each of the twentieth (20<sup>th</sup>) and subsequent years of employment; and
- (e) Regular Part-time Employees shall earn supplementary vacation with pay calculated in hours in accordance with the following formula:

$$\begin{array}{lcl} \text{Hours worked} & & \text{The} \\ \text{during the vacation} & \text{X} & \text{applicable} \\ \text{year as specified in} & & \text{percentage as} \\ \text{Articles 44.03 and} & & \text{outlined} \\ \text{44.08(C) and 45.11} & & \text{below} \\ \text{(A)} & & \text{= Number of hours} \\ & & \text{of paid} \\ & & \text{supplementary} \\ & & \text{vacation time to be} \\ & & \text{taken in the} \\ & & \text{current} \\ & & \text{supplementary} \\ & & \text{vacation period} \end{array}$$

- (i) upon reaching the employment anniversary of twenty-five (25) years of continuous service, Employees shall have earned an additional two percent (2%);
- (ii) upon reaching the employment anniversary of thirty (30) years of continuous service, Employees shall have earned an additional two percent (2%);
- (iii) upon reaching the employment anniversary of thirty-five (35) years of continuous service, Employees shall have earned an additional two percent (2%);
- (iv) Upon reaching the employment anniversary of forty (40) years of continuous service, Employees shall have earned an additional two percent (2%);
- (v) Upon reaching the employment anniversary of forty-five (45) years of continuous service, Employees shall have

earned an additional two percent (2%).”

(B) For Part-Time Employees, Article 21.05(a) is amended to read:

- (a) All vacation earned during one (1) vacation year shall be taken during the next following vacation year, at a mutually agreeable time, except that an Employee may be permitted to carry forward a portion of vacation entitlement to the next vacation year. Requests to carry-forward vacation shall be made, in writing, by February 15<sup>th</sup> and shall be subject to the approval of the Employer. Such carry-forwards shall not exceed thirty-eight point seven five (38.75) hours, prorated based upon full-time equivalency (FTE).

(C) Amend 21.05 for Part-Time Employees by adding:

- (f) Part-Time Employees will be paid for their scheduled shift 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 Employee has enough vacation 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”.

#### **Vacation for Casual Employees**

(D) Article 21.02 is amended to read:

“(a) Vacation Entitlement

A Casual Employee shall earn vacation entitlement as outlined below. Vacation Leave will be deemed to have commenced on the first (1<sup>st</sup>) regularly scheduled work day absent on Vacation Leave, and continue on consecutive calendar days until return to duty:

- (i) during the first (1<sup>st</sup>) year of employment an Employee is entitled to twenty-one (21) calendar days; or
- (ii) during the second (2<sup>nd</sup>) to ninth (9<sup>th</sup>) years of employment an Employee is entitled to twenty-eight (28) calendar days; or
- (iii) during the tenth (10<sup>th</sup>) to nineteenth (19<sup>th</sup>) years of employment an Employee is entitled to thirty-five (35) calendar days; or
- (iv) during the twentieth (20<sup>th</sup>) and subsequent years of employment an Employee is entitled to forty-two (42) calendar days off.

(b) Vacation Pay

Vacation pay shall be paid in accordance with the following:

- (i) during the first (1<sup>st</sup>) year of employment six percent (6%) of their regular earnings as defined in (C) below; or
- (ii) during the second (2<sup>nd</sup>) to ninth (9<sup>th</sup>) years of employment eight percent (8%) of their regular earnings as defined in (C) below; or
- (iii) during the tenth (10<sup>th</sup>) to nineteenth (19<sup>th</sup>) years of employment ten percent (10%) of their regular earnings as defined in (C) below; or
- (iv) during the twentieth (20<sup>th</sup>) and subsequent years of employment twelve percent (12%) of their regular earnings as defined in (C) below.”

(c) Article 21.06 is amended to read:

“Subject to the approval of the Employer, and depending on the Employer’s payroll and administrative systems, vacation pay entitlements may be received by an Employee at various times of the year.”

- (E) Only those regularly scheduled hours and additional hours worked at the Basic Rate of Pay and on a Named Holiday to a maximum of seven and three-quarter (7 3/4) hours and periods of sick leave with pay will be recognized as regular earnings for the purpose of determining vacation pay.

44.09

#### **Named Holidays**

**Note: Additional Clause 44.09 for EMS in Local Conditions (Page )**

- (A) With the exception of Article 22.08, Article 22 is replaced in its entirety by the following:

“(a) An Employee to whom these provisions apply required to work on a Named Holiday, which are:

New Year's Day	Labour Day
Alberta Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Boxing Day
Canada Day	

and all general holidays proclaimed to be a statutory holiday by any of the following:

- (i) the Municipality in which the Site is located;

(ii) the Province of Alberta; or

(iii) the Government of Canada;

shall be paid at one and one-half times (1 1/2X) their Basic Rate of Pay for their regularly scheduled shift worked on a Named Holiday and two point five times (2.5X) their Basic Rate of Pay for time worked in excess of their regularly scheduled shift.

(b) An Employee to whom these provisions apply required to work on Christmas Day and the August Civic Holiday shall be paid for all hours worked on the Named Holiday at two times (2X) their Basic Rate of Pay and three times (3X) their Basic Rate of Pay for time worked in excess of their regularly scheduled shift.

(c) An Employee to whom these provisions apply shall be paid, in addition to their Basic Rate of Pay, five percent (5%) of their basic hourly rate of pay in lieu of the Named Holidays, and the Floater Holiday.”

44.10

#### **Sick Leave**

(A) Amend Article 23.02 to read:

“(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.”

(B) Amend Article 23.04 to read:

“An Employee granted sick leave shall be paid, at their Basic Rate of Pay, for regularly scheduled shifts absent due to illness, and the number of hours thus paid, shall be deducted from their accumulated sick leave credit up to the total amount of their accumulated credit at the time the sick leave commenced.”

44.11 **Bereavement Leave**

In calculating paid Bereavement Leave entitlement for Part-time Employees, the provisions of Article 33.05 shall apply only to regularly scheduled working days which fall during a ten (10) calendar day period, commencing with the date of death.

44.12 **Change of Status**

- (a) A Temporary or 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, provided not more than six (6) months have elapsed since they last worked for the Employer:
  - (i) salary increments;
  - (ii) vacation entitlement; and
  - (iii) seniority in accordance with Article 28.01.
- (b) A Temporary Employee shall also be credited with sick leave earned and not taken during their period of temporary employment.

44.13 Further to Article 9.01, Part-time Employees will have completed their probationary period after one thousand seven and one-half (1,007 1/2) hours or one (1) year of employment, whichever is the lesser.

**ARTICLE 46: GRIEVANCE PROCEDURE**

46.01 **Definition of Time Periods**

- (a) For the purpose of this Article and Article 47, 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 22.01(a).
- (b) Time limits may be extended by mutual agreement, in writing, between the Union and the Employer.

## Resolution of a Difference Between an Employee and the Employer

### (a) Formal Discussion

- (i) If a difference arises between one (1) 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 **out of scope** supervisor. If it is not resolved in this manner, it may become a grievance and be advanced to Step 1.
- (ii) However, the mandatory formal discussion stage set out in Article 46.02(a)(i), may be bypassed when the Employee has been given a letter of discipline pursuant to Article 37.
- (iii) In the event that the difference is of a general nature affecting two (2) or more Employees (**Group Grievance**), the Union may elect to file the grievance as a group grievance. A group grievance shall be commenced at Step 1.

### (b) Step 1 (Director of Department or Designate)

The grievance shall 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 Director of the Department or Designate within **fifteen (15)** ~~ten (10)~~ days of the act causing the grievance, or within **fifteen (15)** ~~ten (10)~~ days of the time that the Employee could reasonably have become aware that a violation of this Collective Agreement had occurred. The decision of the Director of the Department or Designate shall be made known to the Employee and the Union within **ten (10)** ~~seven (7)~~ days of receipt of the written statement of grievance **or, where the parties have agreed to meet, within ten (10) days of the date of the meeting.**

### (c) Step 2

Within **seven (7)** ~~ten (10)~~ days of receipt of the decision of the Director of the Department or Designate, the grievance may be advanced to Step 2 by submitting to the Employer, 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 within ten (10) days of the date of the letter.

The Employer shall render a decision, in writing, to be forwarded to the Union and the grievor within **seven (7)** ~~ten (10)~~ days of the date of the meeting.

(d) Optional Mediation (External)

Prior to submitting a grievance to arbitration, 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) During the proceedings, the Parties shall fully disclose all materials and information relevant to the issue in dispute.
- (iv) 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.
- (v) The expenses of the Mediator shall be equally borne by both parties.
- (vi) The grievance may be resolved by mutual agreement between the parties. The Parties may request that the Mediator issue a report including non-binding recommendations.

(e) 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 **thirty (30)** ~~ten (10)~~ days of the receipt of the Step 2 decision, 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.~~ **The parties agree that a single Arbitrator shall be used to hear any Grievance advanced to Arbitration, unless agreed to otherwise in writing between the parties.**

- (f) ~~Neither the An~~ Employee ~~nor a Steward representative of the Local Unit~~ of the Union who ~~may~~ attends a meeting with the Employer respecting a grievance shall **not** suffer any loss of regular earnings calculated at the Basic Rate of Pay for the time spent at such a meeting.
- (g) An Employee shall be entitled to have a Labour Relations Officer or designate employed by the Union present during any meeting pursuant to this grievance procedure.

- (h) A Dismissal Grievance shall commence at Step 2.
- (i) Time limits for filing of a dismissal grievance shall be as stated in Article 46.02(b).

46.03

### **Resolution of a Difference Between the Union and the Employer**

- (a) Formal Discussion

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

- (b) Step 1

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. Upon receipt of the grievance, a meeting, may be arranged by either party. The meeting shall be held within ten (10) days of the receipt of the grievance unless mutually agreed otherwise. The decision of the Employer, shall be made known to the Union, in writing, within ~~seven (7)~~ **ten (10)** days of the date of the meeting.

- (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)~~ **thirty (30)** 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.~~ **The parties agree that a single Arbitrator shall be used to hear any Grievance advanced to Arbitration, unless agreed to otherwise in writing between the parties.**

46.04

### **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.

46.05 **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 the further details in advance of the grievance hearings, or arbitration.

**ARTICLE 47: GRIEVANCE ARBITRATION**

- 47.01 Within ~~seven (7)~~ **fourteen (14)** days following receipt of notification pursuant to Article 46.02(d) or 46.03(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 seven (7) days, **the Union and Employer shall** endeavor to select a mutually acceptable **Arbitrator** ~~chairman of the Arbitration Board~~. If they fail to agree, the ~~Minister of Employment and Immigration~~ **appropriate Government agency or department** shall be requested to appoint a ~~Chairman, or a single~~ **an** Arbitrator, pursuant to the *Code*.
- 47.02 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 ~~Chairman of the Arbitration Board~~ **Arbitrator** shall have authority to render an award ~~with or without the concurrence of either of the other members~~. The award is final and binding upon the Parties and upon any Employee affected by it and is enforceable pursuant to the *Code*.
- 47.03 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 an 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.
- 47.04 ~~Each of the Parties shall bear the expense of its appointee to the Arbitration Board.~~ The fees and expenses of the ~~Chairman or single~~ Arbitrator shall be borne equally by the Parties.
- 47.05 Any of the time limits herein contained in Arbitration proceedings may be extended if mutually agreed to in writing by the Parties.

## **ARTICLE 51: PROFESSIONAL FEE REIMBURSEMENT**

- 51.01 (a) The Employer shall reimburse Regular and Temporary Employees up to five hundred and four dollars (\$504) per registration year for professional fees/dues for active licensure in their professional college, association, or licensing/governing body upon proof of payment by the Employee.**
- (b) In order to qualify for such reimbursement, Employees are required to have accumulated eight hundred and ten (810) hours actually worked and paid at the Basic Rate of Pay in the previous year. If the employee works for more than one Employer they will only be entitled to such reimbursement from one (1) Employer per year.**

**LETTER OF UNDERSTANDING #5**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: FLEXIBLE SPENDING ACCOUNT (FSA)**

**1. Eligibility**

- (a) A FSA shall be implemented for all Employees eligible for benefits in accordance with Article 25.07(a)(i) and (ii).
- (b) 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 (FTE's).

**2. Calculation**

The FSA will be calculated as follows:

- (a) One thousand two hundred and fifty dollars (\$1,250.00) to be allocated to each eligible Employee, plus
- (b) One thousand five hundred dollars (\$1,500.00) to be allocated to each eligible Full-time Employee prorated for each eligible Part-time Employee based on their FTE as of November 1<sup>st</sup> (eligibility date) of each year.

**3. Utilization**

The FSA may be used for the following purposes:

- (a) Reimbursement for expenses associated with professional development including:
  - (i) tuition costs or course registration fees;
  - (ii) travel costs associated with course attendance;
  - (iii) professional journals;
  - (iv) books or publications;
  - (v) software; and
  - (vi) hardware.

- (b) Reimbursement for the cost of professional registration or voluntary association fees related to the Employee's discipline.
- (c) 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 Articles 25.01(b)(v) and 25.01(b)(vi) of the Collective Agreement.
- (d) Contribution to a Registered Retirement Savings Plan administered by the Employer ~~or effective January 1, 2019,~~ a Tax-Free Savings Account (TFSA).
- (e) Wellness expenses which may include, but are not limited to, such expenditures such as fitness centre memberships and fitness equipment.
- (f) Family care including day care and elder care.
- (g) ~~Effective January 1, 2019,~~ Public transportation costs including bus passes and bus tickets.

#### 4. **Allocation**

- (a) By December 1<sup>st</sup> (allocation date) of each year, Employees who are eligible for the FSA will make an allocation for utilization of their FSA for the subsequent calendar year.
- (b) Any unused allocation in an Employee's FSA as of December 31<sup>st</sup> of each calendar year may be carried forward for a maximum of one (1) calendar year.
- (c) Employees who are laid off after January 1<sup>st</sup> 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.
- (d) Reimbursement will be provided by the Employer upon submission of an original receipt.

#### 5. **Implementation**

- (a) 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.
- (b) 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.
- (c) 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.

6. An Employee who terminates employment voluntarily and who within the same calendar year of termination commences employment with **Covenant Health** ~~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.

This Letter of Understanding will expire March 31, 20**28**, or upon the date of ratification of the next Collective Agreement, whichever is later.

FOR RATIFICATION

**LETTER OF UNDERSTANDING #7**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: MULTI-SITE POSITIONS**

1. The Employer has the right to create Multi-Site Positions, subject to the following:
  - (a) Multi-Site Positions will be structured to work in no more than three (3) Sites and the Sites must be within one hundred (100) kilometres of one another;
  - (b) Postings for Multi-Site Positions will indicate that the position is Multi-Site and will identify the Sites.
2. When a Multi-Site Position has been established the provisions of Article 20.02 are amended as follows:
  - “20.02 (d) Kilometerage and time shall be paid for all travel on Employer authorized business during the course of a shift.
  - (e) Time spent traveling to the multi-Site location at the start of the day, or returning from the multi-Site location at the end of the day, is on the Employee’s own time and is unpaid.
  - (f) When the Employee is required to start, or to end their work day at a location other than their designated work ~~Site location~~, the travel is on the Employee’s own time unless the one way trip adds more than twenty ~~five~~ ~~(25)~~ **(20)** kilometres to their travel. In that case, the Employee will be paid kilometerage and time for their additional travel. The question of whether the trip adds more than twenty ~~five~~ ~~(25)~~ **(20)** kilometres to their usual travel will be determined by the shortest route starting (or returning to as the case may be) either at the Employee’s residence or at the Employee’s designated work ~~Site location~~.”

This Letter of Understanding will expire March 31, **2028**, or upon the date of ratification of the next Collective Agreement, whichever is later.

## **LETTER OF UNDERSTANDING #9**

### **BETWEEN**

#### **COVENANT HEALTH**

(hereinafter referred to as the Employer)

**- and -**

#### **HEALTH SCIENCES ASSOCIATION OF ALBERTA**

(hereinafter referred to as the Union)

### **RE: INCREASING OR DECREASING FULL-TIME EQUIVALENCY**

WHEREAS the Parties agree that it may be of mutual benefit to Regular Employees and the Employer to allow Regular Employees, who request to do so, to reduce or increase their regular hours of work; and

WHEREAS the Parties agree that increases and/or decreases to established FTEs can have the following positive effects on the workplace:

- Promoting a better work/life balance for Regular Employees by allowing them the opportunity to adjust their FTE as their lifestyle or personal circumstances change.
- Decreases to FTEs can provide increased choice to an Employee who gradually wants to phase or bridge into retirement and may create opportunities for formal succession or mentoring programs.

NOW THEREFORE the Parties agree as follows:

1. Regular Employees may submit requests to the Employer to increase or decrease their FTE. The Employer shall have the right to accept or reject any request for alteration of the Regular Employee's FTE based upon operational requirements.
  - (a) All requests by Regular Employees to adjust FTE's must be made in writing to the supervisor/manager and must state whether the FTE adjustment is permanent or temporary. The Union must be notified at the time the request is made. The Employer shall indicate approval or disapproval in writing within fourteen (14) days of the request and such request shall not be unreasonably denied, subject to operational requirements. If the request is denied, a reason shall be provided in writing at the time the decision is communicated to the Employee.
  - (b) If a Regular Employee requests to decrease their FTE by zero point three seven (0.37) or less, the resulting FTE may be posted in accordance with Article 29: Promotions, Transfers and Vacancies or reallocated amongst Regular Employees within the bargaining unit in accordance with this Letter of Understanding and the Employer shall advise the Union of the allocation of the residual FTE.

- (c) If a Regular Employee requests to decrease their FTE by more than a zero point three seven (0.37), the resulting FTE will be posted in accordance with Article 29: Promotions, Transfers and Vacancies.
- 2. The Employer may approach Regular Part-time Employees with opportunities to increase their FTE's. Such additional FTE's may become available either as a result of a vacancy or through operational changes resulting in small FTE enhancements.
  - (a) The maximum increase that can be offered by the Employer is a zero point three seven (0.37) FTE.
- 3. FTE's may be reallocated amongst Regular Employees within a Functional work area within the bargaining unit. The Employer will advise the Union of the scope of the Functional work area.
  - (a) FTE changes can occur between two (2) individual Regular Employees or can involve one (1) Regular Employee who initiates the request and a larger group of Regular Employees in the Functional work area who participate in the reallocation of FTE's.
  - (b) The reallocation of FTE's is most effective in Functional work areas where there are a significant number of working-level positions in the same classification. This allows the Employer to designate the Regular Employees in the Functional work area who are "pre-qualified" or assessed to meet a minimum threshold to accept FTE adjustments that become available. Where more than one (1) Regular Employee is pre-qualified or meets the minimum threshold, the job is offered to the most senior Employee.
- 4. Regular positions that are changed as a result of an FTE increase or decrease must comply with Article 11: Work Schedules and Shifts.
- 5. Adjustments to FTE can be either permanent or temporary in nature. The Regular Employee who has temporarily reduced their FTE may return to their regular FTE prior to the end of the temporary period by providing a minimum of six (6) weeks written notice.
- 6. When a Regular Employee reduces their FTE on a temporary basis, their pre-reduction FTE will be maintained. A Regular Employee who has been granted a temporary reduction in FTE through this Letter of Understanding will accrue benefits and entitlements under the Collective Agreement based on the reduced FTE during the temporary period. At the completion of the term of the temporary reduction, the Employee will be reinstated into their pre-reduction FTE.
- 7. The manager and Regular Employee may discuss whether the Regular Employee's request can be best met through a reciprocal "exchange" in FTE's between two (2) individuals or a reallocation to other Regular Employee within the Functional work area.

(a) **Individual-to-Individual Exchange**

- (i) An individual Regular Employee initiates the process by identifying a “partner” with a corresponding FTE who is willing to “exchange” FTE’s.
- (ii) The partners must make a joint application to the manager.
- (iii) If there are other Regular Employees in the Functional work area who hold the FTE which the initiating Regular Employees desire, the Employer will ask these Employees if they would like the opportunity to exchange their FTE with the initiating Employees.
- (iv) The manager determines if all affected Regular Employees are pre-qualified to exchange FTE’s.
- (v) Where multiple Regular Employees wish to exchange their FTE with the initiating Regular Employee, seniority will be the determining factor.

(b) **Individual-to-Group Reallocation**

- (i) An individual Regular Employee initiates the process by making a request to adjust their FTE without having identified a “partner”.
- (ii) Regular Employees are asked to advise their manager in writing of their desired FTE (this list will be updated as needed).
- (iii) The Employer can designate the Regular Employees in the Functional work area as “pre-qualified” to move into positions that become available.
- (iv) The Employer reviews the “wish list” and identifies opportunities for FTE changes.
- (v) Regular Employees are made aware (e.g. fact sheet) of the impact that adjusting their FTE has upon their benefits, pension etc. and then are asked to confirm whether or not they accept the proposed FTE adjustment.
- (vi) The Employer may establish a limit defining how often an individual Regular Employee in a Functional work area can initiate a request to adjust their FTE.

~~8. Evaluation~~

~~The Joint Committee agrees to review and amend the Joint Guidelines on Staffing Initiatives no later than one hundred and twenty (120) days following ratification of the Collective Agreement.~~

8. This Letter of Understanding has no application to situations requiring a Duty To Accommodate.

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

FOR RATIFICATION

## **LETTER OF UNDERSTANDING #13**

### **BETWEEN**

#### **COVENANT HEALTH**

(hereinafter referred to as the Employer)

**- and -**

#### **HEALTH SCIENCES ASSOCIATION OF ALBERTA**

(hereinafter referred to as the Union)

### **RE: SUPERNUMERARY POSITIONS**

WHEREAS the Parties agree that supernumerary positions are positions that are above the base-line staffing requirements in a Functional work area. These positions are normally created in order to recruit recent graduates by providing them with future employment and professional experience in their discipline;

WHEREAS the Parties agree that supernumerary Employees can have benefits for both Employers and Employees, as follows:

- Enables workforce planning;
- Provides incentive for new graduates to work in Alberta;
- Encourages existing Employees to act as mentors to new graduates; and
- Supports transition into the workplace for new graduates.

NOW THEREFORE the Parties agree as follows:

1. Employers may create and post supernumerary positions where there is a need to recruit and retain new graduates. Postings will indicate that the position is supernumerary.
2. The Employer will advise the Union in advance of their intention to create and post supernumerary positions.
3. The following principles will apply when an Employer implements supernumerary positions:
  - (a) Applications for supernumerary positions will be limited to new graduates. New graduates may include: recent graduates who have not worked for an Employer; current Employees training in a second discipline; or individuals who have completed a refresher program.
  - (b) The Employer will specify on the job posting the maximum length of time that an Employee can work in a supernumerary position. This period shall not exceed twelve (12) months.

- (c) All Collective Agreement provisions apply to Employees in a supernumerary position, except that the supernumerary Employee is required to achieve a regular position within the designated time frame. If such regular position is not achieved, the Employee shall revert to casual status.
- (d) Supernumerary positions shall have full-time status, unless otherwise indicated by the Employer.

~~4. Evaluation~~

~~The Joint Committee agrees to review and amend the Joint Guidelines on Staffing Initiatives no later than one hundred and twenty (120) days following ratification of the Collective Agreement.~~

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

**LETTER OF UNDERSTANDING #14**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: PART-TIME SEASONAL EMPLOYEES**

WHEREAS the Parties recognize that creation of seasonal part-time positions may support retention and recruitment of Employees.

NOW THEREFORE the Parties agree as follows:

1. A Seasonal Part-time Employee may compress a specified annual FTE into smaller portion of a year [e.g. such Employee could work a zero point five (0.5) FTE compressed into full-time hours over a six (6) month period]. During the remaining months [e.g. the remaining six (6) months], the Employee would be under no obligation and could not be compelled to accept any scheduled or unscheduled work with the Employer.
2. The following provisions will apply to Seasonal Part-time Employees:
  - (a) Employees in such positions shall be covered by the provisions of Article 44, except as provided otherwise below.
  - (b) Employees may request that their current position be converted into a Seasonal Part-time position. The Employer shall approve or deny the request in writing.
  - (c) The Employer may post a Seasonal Part-time position. The posting shall indicate that the position is Seasonal Part-time and the FTE of the position.
  - (d) A Seasonal Part-time Employee will be paid for hours actually worked.
  - (e)
    - (i) Notwithstanding a Seasonal Part-time Employee working full-time hours for a portion of a year, such Employee's benefit coverage and premiums shall be pro-rated based on the Employee's part-time FTE.
    - (ii) A Seasonal Part-time Employee shall make prior arrangements with the Employer for the prepayment of the Employee's portion of premiums for the applicable benefit plans for the period of time where the Employee is not actively at work.

- (f) (i) Such Employee's vacation and sick leave accrual shall be based on their regular hours worked.
- (ii) Vacation and sick leave shall only be utilized during the compressed work period described above.

~~3. Evaluation~~

~~The Joint Committee agrees to review and amend the Joint Guidelines on Staffing Initiatives no later than one hundred and twenty (120) working days following ratification of the Collective Agreement.~~

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

**LETTER OF UNDERSTANDING #17**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**ALBERTA HEALTH SERVICES**  
(the Employer)

**- and -**

**ALBERTA PUBLIC PRECISION LABORATORIES**  
(the Employer)

**- and -**

**ANY FUTURE PROVINCIAL HEALTH AGENCY**  
(the Employer)

**- and -**

**PROVINCIAL HEALTH CORPORATIONS**  
(the Employer)

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: PORTABILITY BETWEEN COVENANT HEALTH, ALBERTA HEALTH SERVICES, BETHANY NURSING HOME OF CAMROSE, LAMONT HEALTH CENTRE AND ALBERTA PUBLIC PRECISION LABORATORIES, AND PROVINCIAL HEALTH AGENCY AND PROVINCIAL HEALTH CORPORATIONS**

WHEREAS the Parties agree that it may be of mutual benefit to allow Regular Employees to transfer their earned entitlements while employed at Alberta Health Services (AHS) **and/or Bethany Nursing Home of Camrose (BETH) and/or Lamont Health Centre (LAM)** and/or Covenant Health (CH) and/or Alberta **Public Precision** Laboratories (APL), **and/or Recovery Alberta (RA) and/or Provincial Health Agency (PHA), and/or Provincial Health Corporations (PHC)**, the Parties agree as follows:

1. Newly hired Regular Employees, transferring between Alberta Health Services (AHS) **and/or Bethany Nursing Home of Camrose (BETH) and/or Lamont Health Centre (LAM)** and/or Covenant Health (CH) and/or Alberta **Public Precision** Laboratories (APL)

**and/or Recovery Alberta (RA) and/or Provincial Health Agency (PHA), and/or Provincial Health Corporations (PHC),** shall have the following recognized and transferred:

- (a) Placement on the salary grid;
- (b) Vacation entitlement date (accrued vacation banks will be paid out);
- (c) Unused sick bank;
- (d) Hours towards next increment; and
- (e) Seniority date,

provided they:

- (i) resign from their regular position(s) with AHS and/or **BETH and/or LAM and/or CH and/or APL and/or RA and/or PHA and/or PHC**;
- (ii) are hired into the same classification; and
- (ii) not more than six (6) months have lapsed since their employment with AHS and/or **BETH and/or LAM and/or CH and/or APL and/or RA and/or PHA and/or PHC**.

2. Regular Employees, employed by Covenant Health and/or AHS **and/or BETH and/or LAM** and/or APL **and/or RA and/or PHA and/or PHC** concurrently, will have the following recognized and transferred:

- (a) Highest placement on the salary grid;
- (b) Highest vacation entitlement date;
- (c) Unused sick bank;
- (d) Hours towards next increment;
- (e) Highest seniority date.

provided they:

- (i) Resign from their regular position(s) with AHS **and/or BETH and/or LAM** and/or CH and/or APL **and/or RA and/or PHA and/or PHC**;
- (ii) Are hired into the same classification; and

- (iii) Not more than six (6) months have lapsed since their employment with AHS **and/or BETH and/or LAM** and/or CH and/or APL **and/or RA and/or PHA and/or PHC**.
3. Should a Regular Employee commence employment with one Employer and maintain employment with the other Employer, the following will be recognized at the new Employer:
- (a) Highest placement on the salary grid;
  - (b) Highest vacation entitlement date;
  - (c) Hours towards next increment;
  - (d) Highest seniority date,
- provided they:
- (i) provide the information within thirty (30) days of commencement of employment, in a form acceptable to the new Employer;
  - (ii) are hired into the same classification; and
  - (iii) not more than six (6) months have lapsed since their employment with AHS **and/or BETH and/or LAM** and/or CH and/or APL **and/or RA and/or PHA and/or PHC**.
4. The waiting period for Employee Benefits will be waived for eligible Employees covered by provisions 1 and 2 above.
5. The date of hire for those covered by provisions 1, 2 or 3 above, shall be the latest date of continuous service with the new Employer.
6. The above provisions shall apply to Employees hired into new classifications, except that placement on the salary grid and hours towards next increment will be determined as per Article 15: Recognition of Previous Experience.

This Letter of Understanding will expire March 31, **2028**, or upon the date of ratification of the next Collective Agreement, whichever is later.

**LETTER OF UNDERSTANDING #19**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: EMPLOYMENT INSURANCE PREMIUM REDUCTIONS**

The Employee's portion of all monies from Employment Insurance Commission Premium Reductions (EI rebate) will **be returned to all eligible Employees, including all** ~~be paid out as a lump sum bi-weekly and when an~~ eligible Employees **who** terminate or transfer to an employment status which is not eligible for the payment.

~~EI Rebate will be paid out annually, all Employees will be transitioned by March 31, 2016.~~

This Letter of Understanding will expire March 31, **2028**, or upon the date of ratification of the next Collective Agreement, whichever is later.

**LETTER OF UNDERSTANDING #20**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: LEGACY EDUCATION ALLOWANCES**

WHEREAS the Parties recognize that some Paramedical Technical Employees were eligible for and in receipt of an Education Allowance prior to the Date of Ratification of this Collective Agreement.

NOW THEREFORE, the Parties agree as follows:

1. Paramedical Technical Employees employed by Covenant Health and in receipt of an Education Allowance prior to the Date of Ratification of this Collective Agreement, shall continue to receive that Education Allowance until such time as the Employee ceases to work as a Paramedical Technical Employee or leaves the employ of the Employer, whichever is earlier.
2. Employees hired from ~~Covenant Health~~ AHS who are in receipt of the Education Allowance at the time of hire shall be entitled to port the Education Allowance, as long as the break of service is not longer than 60 days.
  - a. The information regarding the Education Allowance must be provided at the time of commencement of employment with Covenant Health.
3. Basic Rate of Pay shall be deemed to be inclusive of Education Allowance paid in accordance with this Letter of Understanding.

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

## LETTER OF UNDERSTANDING #22

### BETWEEN

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

- and -

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

### **RE: RECRUITMENT BONUS FOR NEW SONOGRAPHERS**

In consideration of the significant operational, recruitment and retention challenges in attracting Sonographers to the rural and suburban areas of the province, the following agreement is made between the Parties on a without prejudice and without precedent basis:

1. A recruitment bonus may be offered to a new graduate or non-Covenant Health Sonographer who agrees to be employed in a rural or suburban Site where recruitment issues are impacting operations.
2. A recruitment bonus of five thousand dollars (\$5,000.00) for a one (1) year commitment and ten thousand dollars (\$10,000.00) for a two (2) year commitment to a permanent position with a full time equivalency (FTE) of zero point sixty (0.60) or greater.
3. A recruitment bonus of three thousand dollars (\$3,000.00) for a one (1) year commitment and six thousand dollars (\$6,000.00) for a two (2) year commitment to a permanent position with a full time equivalency (FTE) of ~~zero point sixty (0.60)~~ **zero point four (0.40) to zero point five nine (0.59)**.
4. Funds will be paid out in a lump sum of seventy-five percent (75%) upon hire and the remaining twenty-five percent (25%) at the end of term of the agreed to service.
5. Should the Employee terminate employment, or relocate to an urban center (within Edmonton or Calgary city limits), the Employee shall forfeit all rights to any remaining amount. The Employee shall also be required to repay the signing bonus prorated based on their length of service based either on a one-twelfth (1/12) or one twenty-fourth (1/24) ratio for each month of service, dependent upon length of commitment.
6. The payment of a recruitment bonus shall be based on operational need to ensure ongoing operations are addressed. When it is deemed that this Letter of Understanding is no longer required, the Employer shall advise the Union by providing eight (8) weeks' notice.
7. The Employer shall advise the Union which Employees receive the signing bonus and also list their FTE, classification and location.

8. The Employer shall submit all Return of Service Agreements to the Union in a timely manner.

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

FOR RATIFICATION

**LETTER OF UNDERSTANDING #25**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: ENHANCEMENTS TO THE BENEFIT PLAN**

1. ~~Effective October 1, 2018 Covenant Health will make enhancements to the following items in the~~ **The parties acknowledge the HSAA Benefit Plan includes the following** (as outlined in Article 25).
  - a. Increase Accidental Dental coverage to \$2,000.00 per incident per participant for repair, extraction and/or replacement of Natural Teeth;
  - b. One (1) Complete Oral Exam for diagnostic purposes per participant, once every five years;
  - c. One (1) General Orthodontic Exam for diagnostic purposes per participant, once every five (5) years; and
  - d. Out of Province/Out of Country Travel Insurance to be cost shared by the Employer (75% Employer, 25% Employee) which provides for ninety (90) days, \$5,000,000 maximum per participant per incident coverage.
  - e. **Coverage for Chartered Psychologist/Master of Social Work/Addictions Counsellor will not have maximum number of visits or cost per visit, but will include coverage for a combined maximum of \$3000.00 per participant per benefit year.**
  - f. **Physician referrals are no longer required for access to coverage for treatments/services provided by a Registered Massage Therapist or for Orthotics.**
  - g. **Reimbursement for coverage for treatments/services by an Occupational Therapist or a Physiotherapist shall be \$50 per visit to a combined maximum of \$1000 per benefit year.**
2. Employees who are not currently enrolled in the Health and Dental plan shall have the opportunity to opt in, within sixty (60) days of date of ratification, without the requirement of a significant life change circumstance.

3. Effective ninety (90) days after ratification of this Collective Agreement, the following changes to the coverage will be made:

~~(a) Coverage for Chartered Psychologist/Master of Social Work/Addictions Counsellor will not have maximum number of visits or cost per visit, but will include coverage for a combined maximum of \$3000.00 per participant per benefit year~~

~~(b) Physician referrals are no longer required for access to coverage for treatments/services provided by a Registered Massage Therapist or for Orthotics.~~

(a) Reimbursement for coverage for treatments/services by a Registered Massage Therapists shall be ~~\$75~~ **\$50** per visit to a maximum of \$1000 per benefit year.

~~(b) Reimbursement for coverage for treatments/services by an Occupational Therapist or a Physiotherapist shall be \$50 per visit to a combined maximum of \$1000 per benefit year.~~

**(b) Addition of continuous glucose monitoring monitors, including Dexcom.**

**(c) Deletion of twelve (12) month insulin dependency limitation for flash glucose meters.**

**(d) Deletion of requirement for a written order from a healthcare professional for diabetic equipment.**

## LETTER OF UNDERSTANDING #27

### BETWEEN

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

- and -

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

### RE: RURAL CAPACITY INITIATIVES

Effective the date of ratification, the Employer agrees to ~~implement a~~ **extend the** Rural Capacity Investment Fund (“the Fund”). ~~The Fund will allocate \$300,000.00 per fiscal year for recruitment and retention incentives and for relocation assistance for the remaining years in the Collective Agreement.~~

The Fund will be used to support initiatives aimed at addressing recruitment and retention challenges experienced by Sites/programs/positions deemed by the Parties to be “difficult to recruit to” primarily in the Covenant Health Rural Sites. This initiative is a joint venture between the Union and the Employer. ~~and is to be implemented ninety (90) days from ratification within Joint Committee.~~

“Difficult to recruit to” may be determined by indicators such as:

- high vacancy rates;
- vacancies that remain unfilled for longer than ninety (90) days;
- high turnover; or
- mutual agreement of the Parties.

All initiatives approved under the Fund will focus on producing a stable workforce and sustaining that stability over the longer term. Funded initiatives may invest in rural education, target new Employees, focus on site/program-specific concerns, or address broader recruitment and retention challenges for the Employer. The Parties agree that payment of recruitment and retention incentives or reimbursement for relocation expenses under this Fund will be conditional upon completion of a return-for-service agreement as agreed by the Parties.

The Parties agree that the recruitment and retention initiatives may vary, depending on the identified needs.

The Employer will endeavour to use the entire Fund within each fiscal year, however funds can be carried over from year to year within the term of the Collective Agreement.

At the end of the fiscal year, the Employer will provide the Committee with a breakdown of how the funds have been allocated in that fiscal year to address rural and remote recruitment and retention challenges.

### **Operation of the Fund**

A Rural Capacity Investment Fund Committee (“the Committee”) shall be established within thirty (30) days of ratification.

The Committee shall be comprised of equal numbers of Employer and Union representatives. One of the Union representatives shall be a member of the current bargaining committee as selected by the current bargaining committee. The Parties may mutually agree to add additional representatives as necessary.

The Committee shall meet within sixty (60) days of ratification and thereafter on a quarterly basis until the end of the term of the Collective Agreement.

The primary function of the Committee is to ensure appropriate and full use of the funds to address rural and remote recruitment and retention challenges and will include the activities listed below:

- To share information on the sites/programs/positions the Parties deem to be “difficult to recruit to” based on the indicators listed above;
- To review, consider and approve proposed initiatives;
- To assess the effectiveness of previous allocations of the Fund, identifying opportunities for further improvement, scaling and spreading of successful initiatives. This may include negotiating the goals and terms of such initiatives, supporting implementation and continuing evaluation.
- Annual allocation of the available funds;
- To determine the portion of funds to hold in reserve to ensure the Fund can respond to recruitment and retention challenges that arise throughout the year; such portion must not be more than 25%;
- To decide between competing proposed initiatives or devise an appropriate solution when the parties have not been able to agree on a particular initiative;
- To assess allocations, funding status and initiatives quarterly in an effort to ensure the Fund is addressing recruitment and retention challenges as intended. This includes adjustments to the allocations and reconsideration of initiatives previously denied and/or new initiatives submitted for consideration.

The Committee shall use a consensus-based decision making model. When deciding between competing initiatives the Committee shall give preference to incentives or initiatives that will make a meaningful impact on the experience of Employees in rural locations.

Where consensus is unable to be achieved, the Committee can refer the matter to be dealt with following the process as outlined in LOU#15: Internal Grievance Mediation (IGM).

The annual allocation for fund dispersal shall be as outlined below:

FISCAL YEAR	ANNUAL ALLOCATION
2024	\$395, 200.00
2025	\$1, 100, 000.00
2026	\$1, 100, 000.00
2027	\$1, 100, 000.00

This Letter of Understanding will expire on March 31, 2028.

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: INFORMATION SHARING**

On a quarterly basis, the Employer shall provide the Union with a report showing the headcount and FTE, broken down by category; Notices of Vacancy; Voluntary Turnover/ Termination for the bargaining unit.

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: SUPPORT FOR EMPLOYEES UPGRADING EDUCATION**

The Parties agree that supporting Employees while they are upgrading their education in their field is mutually beneficial to the Employer and the Employee. Therefore, the parties agree to the following:

1. Employees, who have completed one (1) year of employment, may request an unpaid Leave of Absence (LOA) of up to twenty-four (24) months from their Regular position to fulfill the requirements of their education program. The request for LOA shall include the name of the program, the institution where the program is being taken, and the expected duration of the LOA. The Employee shall also indicate if they are willing to work as a Casual during the LOA.
2. The Employee shall provide at least twenty-eight (28) calendar days notice prior to the start of the LOA and the employer shall respond to the request for LOA within fourteen (14) calendar days.
3. Requests for LOA under this Letter of Understanding shall not be unreasonably denied. If the Employer denies the request, the response shall be provided in writing and rationale provided at the same time.
4. Employees who agree to work as a Casual Employee during the course of their LOA shall not be required to work a minimum number of shifts to maintain their Employment in their Casual position.
5. The Employee must provide thirty (30) days' notice of their return to work from their LOA. The Employer will reinstate the Employee in the same position and classification held by them immediately prior to taking such leave or be provided with alternate work of a comparable nature.
6. Where an Employee cannot return to work as anticipated and approved, they should notify the Employer of their reason(s) as soon as possible.
7. Should an Employee on a LOA under this Letter of Understanding not return to work as anticipated and approved, and without sufficient reason, reinstatement in accordance with paragraph 5 of this Letter of Understanding does not apply.

8. This Letter of Understanding can be terminated with ninety (90) days' notice by either party. When notice to terminate under this paragraph is served, Employees on an approved LOA will be permitted to finish their program as per the terms of this Letter of Understanding.

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

FOR RATIFICATION

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: WORKLOAD APPEAL PROCESS**

**1. Workload**

- (a) The Parties recognize the importance of discussions regarding workload. Workload is understood to be an objective assessment of the support (staffing, training, communication, skill mix), equipment (devices, technology, supplies), and/or time available to the Employee to complete their assigned work.
- (b) The Parties recognize that workload may fluctuate and may be impacted by numerous factors including, but not limited to:
- acuity,
  - changes in patient population,
  - seasonality,
  - surge periods,
  - process improvements and efficiencies,
  - staff/resource fluctuations, and
  - increasing demands.

**2. Discussing Workload Concerns**

- (a) The Employee shall first discuss their workload concern with their immediate supervisor and attempt to resolve the matter at this stage. In the event that it is not resolved, the Employee has the ability to request a formal evaluation of their workload concern through the following Workload Appeal Process:

**3. Level 1 – Formal Workload Evaluation**

- (a) The Parties agree that only workload concerns that are ongoing, systemic, and long-term in nature (evidenced by the fact that the concern has continued for a minimum period of sixty (60) calendar days) may be considered as part of the Workload Appeal Process.

- (b) Where an Employee or group of Employees has a workload concern that is ongoing, systematic and long-term in nature, the Employee(s) may request, in writing, that their Manager conduct a formal workload evaluation. In this written submission, the Employee(s) must include an explanation of the factors they believe are leading to workload concerns, based on the understood components of workload (support, equipment and/or time to complete assigned work). This should include proposed solutions to the workload concerns. The Manager (or designate) shall meet with the Employee(s) and respond in writing within twenty-one (21) calendar days following the meeting.

#### **4. Level 2 – Review by Department Director**

- (a) If the Manager and the Employee or group of Employees are unable to resolve the workload concern, the Employee(s) may within seven (7) calendar days of the response at Level 1, request the Department Director (or designate) undertake a further review of their workload concern. The Department Director (or designate) will respond within fourteen (14) calendar days of receipt of the workload concern.

#### **5. Level 3 – Review by Senior Operating/Program Officer**

If the Employee or group of Employees is not satisfied with the outcome at Level 2, within seven (7) calendar days of the response at Level 2, the Employee may request the Senior Operating/Program Officer (or designate) review their workload concern. The Senior Operating/Program Officer (or designate) shall make the final decision regarding the workload evaluation, and convey the decision in writing, to the Employee(s) within twenty one (21) days.

- 6. The time limits in the Workload Appeal Process may be extended by mutual agreement of the Parties. A subsequent evaluation request for the same workload concern within the same unit or area may only be made where substantive changes have occurred since the last review.

#### **7. Dispute Resolution**

- (a) The timelines and process steps in this Letter of Understanding are subject to Article 46: Grievance Procedure.
- (b) The final decision regarding the outcome of the Workload Appeal Process is not subject to Article 46: Grievance Procedure.

- 8. The parties agree to implement the Workload Appeal Process outlined above on a trial basis.

**This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.**

FOR RATIFICATION

**LETTER OF UNDERSTANDING XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: LONG SERVICE PAY ADJUSTMENT (LSPA)**

The Parties recognize that there are a number of experienced Employees. The Parties recognize the contribution of these Employees and wish to take steps to encourage these Employees to remain in the system.

As such, in addition to the rates of pay specified in the Salary Appendix, an Employee who has twenty (20) or more calendar years of service with the Employer, shall receive a two percent (2%) Long Service Pay Adjustment (LSPA). This shall form part of the Employee's Basic Rate of Pay.

This Letter of Understanding will expire March 31, 2028, or upon the date of ratification of the next Collective Agreement, whichever is later.

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as “The Employer”)

**-and-**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as “The Union”)

**RE: REVIEW OF CLASSIFICATION’S TOTAL COMPENSATION**

The Parties agree that competitive and fair compensation is essential to the recruitment and retention of qualified health care employees. Accordingly, during the term of the Collective Agreement, the Parties agree to the following:

**1. Purpose**

The Parties acknowledge that the health care labour market is constantly evolving. This process is designed to provide a mechanism to identify compensation gaps and support the recruitment and retention of qualified health care workers.

The Employer and Union may identify specific classifications within the Main Salaries Appendices inclusive of Emergency Medical Services, where empirical evidence has identified significant challenges with total compensation. Either Party may then submit a recommendation to review total compensation and compare them to relevant market data.

The Parties agree that this LOU is only about total compensation and not about the classification of positions.

**2. Criteria**

Criteria to be considered when determining if a classification requires a market adjustment or market supplement, shall include but not be limited to the following:

- Vacancy rate analysis
- Recruitment analysis
- Total compensation analysis of appropriate comparator groups

**3. Data Sharing**

The Parties agree to share all available data as per the criteria listed above to facilitate an informed review.

#### **4. Meetings**

**The Parties shall meet at mutually agreed times to discuss, analyze, and review the data collected.**

**Additional meetings may be scheduled as required to complete the review.**

#### **5. Recommendations**

**When the Parties jointly agree that a classification is materially under market and creates recruitment and retention challenges, they shall prepare a written recommendation outlining the proposed monetary amendment to address the issue. Any monetary amendments recommended under this process shall be considered by the Employer.**

#### **6. No Prejudice**

**This Letter of Understanding is without prejudice to the positions of either Party in future collective bargaining.**

**This Letter of Understanding will expire March 31, 2028.**

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as “The Employer”)

**-and-**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as “The Union”)

**RE: JOINT CLASSIFICATION REVIEW OCCUPATIONAL THERAPIST/  
PHYSIOTHERAPIST/ SPEECH-LANGUAGE PATHOLOGIST/ AUDIOLOGIST/  
KINESIOLOGIST/ EXERCISE SPECIALIST**

**Purpose**

The purpose of this Letter of Understanding is to confirm that The Parties are aware that Alberta Health Services (AHS) and The Union have entered into a Letter of Understanding agreeing to jointly conduct a comprehensive review of the classifications noted above.

The Parties further agree to first seek to join and participate with the joint working group established under the AHS Letter of Understanding or in the alternative agree to meet upon completion of the review to discuss outcomes and applicability of their findings to the same classifications at Covenant Health.

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as “The Employer”)

**-and-**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA (HSAA)**  
(hereinafter referred to as “The Union”)

**RE: PHARMACIST I AND II REVIEW**

During the current round of collective bargaining, the Parties identified step and pay grade differentiation issues with the Pharmacist I and Pharmacist II pay grades. Given the historical nature and duration of this situation, within one hundred and twenty (120) days of ratification the Parties will meet to identify possible resolutions and steps for implementation.

**LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: REMOVAL OF WAITING PERIOD FOR THE EMPLOYEE BENEFIT PLANS**

Effective the first day of the month following ninety (90) days post ratification, the coverage provided under the supplementary benefits plan shall be amended as follows:

1. Removal of the existing waiting period for Employee Benefit Plans.
2. Provided the Employee is actively at work and meets the benefit eligibility criteria, coverage shall be:
  - a) Effective the benefit eligibility date for life, accidental death and dismemberment (ad&d), short term disability (std) and long-term disability (ltd) insurance.
  - b) Effective the first day of the month following the benefit eligibility date for health and dental coverage, including access to allocated flex credits.

## EMS COVENANT HEALTH - MINERAL SPRINGS HOSPITAL, BANFF

### ITEM 1: BANFF EMERGENCY MEDICAL SERVICES PERSONNEL

- 1.1 Except where set out below, the Terms and Conditions of this Collective Agreement shall apply. These Local Conditions shall be the Conditions for affected Employees during the term of the Collective Agreement contained herein.
- 1.2 The Affected Employees included in these Local Conditions are the EMS Employees hired by Covenant Health and working out of the Banff Mineral Springs Hospital.

The following Local Conditions shall apply only to the ambulance service classifications as described in Item 1.2:

- 1.3 The following articles shall be null and void: 14.04, 14.06, 19 and 45.

#### 1.4 Definitions

Amend Article 2.04 and 2.09 as follows:

2.04 “Basic Rate of Pay” is the step in the salary scale applicable to the Employee as set out in the Salaries Appendix exclusive of all allowances and premium payments.

2.09 “Shift” means a daily work period exclusive of overtime hours.

Add the following definition for the purpose of this Local Condition only

(a) Affected Employees are those Employees working in the following classifications:

- (i) “Advanced Care Paramedic” (ACP) means a registered member who is registered in the **Advanced Care Paramedic** ~~Emergency Medical Technologist—Paramedic~~ area of practice, pursuant to Health Professions Act **RSA 2000, c H-7** and the **Paramedics Profession Regulation, Alta Reg 151/2016**. ~~Emergency Medical Technicians Regulations.~~
- (ii) “Primary Care Paramedic” (PCP) means a registered member who is registered in the **Primary Care Paramedic** ~~Emergency Medical Technician—Ambulance~~ area of practice, pursuant to Health Professions Act **RSA 2000, c H-7** and the **Paramedics Profession Regulation, Alta Reg 151/2016**. ~~Emergency Medical Technicians Regulations.~~

## 1.5 Probationary Period

Amend Article 9 as follows:

- “9.01 A newly-hired regular or temporary Employee shall serve a probationary period of one thousand and ninety-five (1,095) hours worked exclusive of overtime hours immediately following the date on which the current period of continuous employment commenced. Hours worked as a casual Employee in the same classification shall be considered as contributing to the completion of a probationary period up to a maximum of five hundred forty-seven and one-half (547 1/2) hours provided that not more than three (3) months have elapsed since they worked for the Employer.
- 9.02 (a) If in the opinion of the Employer, the Employee is found to be unsatisfactory, they may be terminated without notice. The Employee may have access to the grievance procedure at Step 2 only.
- (b) The Employee’s probationary period may be extended if mutually agreed upon by the Union and the Employer. During the extended period, the Employee shall be given regular feedback regarding their performance.”

## 1.6 Hours of Work

**Employees may work a combination of Core Flex and Regular Hours as defined in this Article.**

Replace Article 10 in its entirety by the following:

- “10.01 (a) Regular hours of work for full-time Employees shall be:
- (i) scheduled on the basis of:
    - (a) two (2) ten (10) hour day shifts and two (2) fourteen (14) hour night shifts followed by four (4) days off; or
    - (b) four (4) shifts up to a maximum of twelve (12) hours in length followed by four (4) days off.
  - (ii) no tour of duty shall exceed more than 48 hours of worked time in total (excluding overtime).
  - (iii) two thousand one hundred and ninety (2,190) hours per year; and
  - (iv) hours of work shall be consecutive; and

- (v) in the event that an Employee, once every six (6) months, is required by the Employer to change platoons, time balancing will be required ensuring that the prescribed number of hours for the calendar year is achieved; and
  - (vi) the Employer shall provide a minimum of two (2) months' notice of the platoon change; and
  - (vii) any adjustments required as a result of time balancing will be paid at the Employee's Basic Rate of Pay.
- (b) **Core Flex Hours of Work for full-time Employees shall be:**
- (i) Employees shall work a twelve (12) hour shift consisting of a minimum six (6) core hours, six (6) flex hours, and twelve (12) on-call hours, with the Employee being available for immediate response from within the community during core, flex and on-call hours. An Employee shall be compensated for twelve (12) hours at their Basic Rate of Pay plus twelve (12) hours on-call if less than twelve (12) hours of active duty including the core hours are worked in a twenty-four (24) hour period.
  - (ii) Employees shall work a four (4) day on four (4) day off shift rotation.
  - (iii) Annual hours of work for full-time Employees will be two thousand one hundred and ninety (2190) hours.
  - (iv) Core Hours shall mean the hours during which an Employee is required to be in uniform, on-duty, in the workplace (or identified location) and ready for immediate response.
  - (v) Flex hours shall mean the hours on duty in excess of the core duty hour.
  - (vi) On-call Duty shall make up the balance of the twenty-four (24) hour period. During on-call hours, Employees will be paid at the Basic Rate of Pay for hours called out, until they have worked a total of twelve (12) hours of Active Duty. Any hours worked in excess of twelve (12) hours in the twenty-four (24) hour period will be paid at two times (2X) the Basic Rate of Pay.
- (c) An Employee will not be scheduled to work more than fourteen (14) consecutive hours in one (1) twenty-four (24) hour period.

- (d)
  - (i) An Employee required to be actively at work fourteen (14) or more hours in a twenty-four (24) hour period shall have a minimum of eight (8) hours of rest, **exclusive of travel time of a maximum of two (2) hours**, prior to commencing their next scheduled shift without loss of regular earnings.
  - (ii) Due to operations reasons, should the Employer not be able to provide eight (8) hours of rest, the Employee shall be paid at two times (2X) the Basic Rate of Pay for all hours actively worked during the eight (8) hour rest period.
  - (iii) Should the Employee be actively at work during the eight (8) hour rest period, and should this period of work run continuously into their scheduled shift, the Employee will be paid (2X) the Basic Rate of Pay until the end of the rest period.
  - (iv) After an Employee has had their period of eight (8) consecutive hours of rest, **exclusive of travel time of a maximum of two (2) hours**, the twenty-four (24) hour period is reset.
  - (v) In any event, the Employer shall endeavor to manage fatigue once an Employee has worked twelve (12) hours and has identified issues with their supervisor. The Employee shall also actively participate in fatigue management.
  - (vi) “Actively at work” or “Active Duty” shall mean the hours that an Employee is dispatched to or in the act of responding to, caring for, transporting a patient, or performing duties as required by the Employer.
- 10.02 (a) Regular Full-time and Part-time Employees may exchange shifts and/or days off, with Employees in the same classification, provided that:
  - (i) it does not result in an Employee working more than fourteen (14) consecutive hours in one (1) twenty-four (24) hour period; and
  - (ii) both affected Employees submit the request in writing, giving reasonable notice; and
  - (iii) the Employer approves the exchange; and
  - (iv) operational efficiency is not disrupted; and
  - (v) there is no increased cost to the Employer; and
  - (vi) the shift schedule shall be amended by the Employer to reflect the shifts being exchanged.

Such approval shall not be unreasonably withheld.

10.03 On the date fixed by proclamation, in accordance with the *Daylight Savings Time Act*, of conversion to Mountain Standard Time, regular hours of work shall be extended to include the resultant additional hour with additional payment due therefore at the applicable overtime rate. On the date fixed by said Act for the resumption of Daylight Saving Time, the resultant reduction of one (1) hour in the shift involved shall be effected with the appropriate deduction in regular earnings.

~~10.04 Employees called back to work and not required to commence work and/or who work two (2) hours or less, shall receive a minimum of two (2) hours at one and one half times (1 1/2X) their Basic Rate of Pay."~~

## 1.7 Work Schedules and Shifts

Replace Article 11 in its entirety by the following:

- "11.01 (a) Unless otherwise agreed between the Employer and the Union shift schedules shall be posted twelve (12) weeks in advance.
- (b) An Employee shall be given a minimum of fourteen (14) calendar days' notice of a schedule change (rotation changes, or changes of days of work).
- (c) Unless an Employee is given at least fourteen (14) days' notice of a change to their scheduled day(s) off they shall be paid two times (2X) their Basic Rate of Pay for all hours worked on the first shift changed, unless such change is at the Employee's request.
- (d) **If, in the course of a posted schedule, the Employer changes the Employee's scheduled shift (days to evenings, days to nights or evenings to nights, etc) but not their day off, they shall be paid at the rate of two times (2X) their Basic Rate of Pay for all hours worked on the first shift of the changed schedule unless fourteen (14) calendar days' notice of such change has been given.**

~~11.02 If in a twenty four (24) hour period the Employee is changed from working a night shift to a day shift in the same day, then no minimum notice is required, and the Employee will be paid fourteen (14) hours at their Basic Rate of Pay."~~

### 11.02 Employee Shift Exchange

**Employees may exchange shifts and/or days off with the approval of the Employer provided no increase in cost is incurred by the Employer. Shift and/or day off exchanges may be made up to twelve (12) weeks in advance.**

### 11.03 Reporting Pay

- (a) **In the event that an Employee reports for work as scheduled and is required by the Employer not to commence work or to return to duty at a later hour, they shall be compensated for that inconvenience by receiving three (3) hours pay at their Basic Rate of Pay.**

- (b) **Should an Employee report and commence work as scheduled and be required to cease work prior to completion of their scheduled shift or return to duty at a later hour, they shall receive their basic hourly rate of pay for all hours worked with an addition of three (3) hours pay at their Basic Rate of Pay for that inconvenience.**

## 1.8 **Overtime**

Replace Article 12 in its entirety by the following:

- “12.01 Overtime is all time authorized by the Employer and worked by an Employee in excess of their regularly scheduled shift or on scheduled days of rest. Overtime worked immediately following or immediately preceding an Employee’s scheduled shift will be paid at two times (2X) the Employee’s Basic Rate of Pay. This overtime payment will cease and the Employee’s Basic Rate of Pay will apply at the start of their next regularly scheduled shift.
- 12.02 Unless given fourteen (14) calendar days advance notice of the change, an Employee required by the Employer to work on a scheduled day off will receive two times (2X) their Basic Rate of Pay. This overtime payment will cease and the Employee’s Basic Rate of Pay will apply at the start of their next regularly scheduled shift.
- 12.03 Subject to mutual agreement between the Employer and an Employee, the Employee may be granted time off duty in lieu of overtime payments at the applicable premium rate. An Employee’s overtime bank accumulation shall be carried forward from year-to-year. However, the carry-forward balance at the end of March shall be no more than forty-eight (48) hours.”

## 1.9 **Call-Back and On-Call Duty**

Amend Article 13 by the following:

- “13.01 (a) The term “call-back duty” shall be deemed to mean any period after or before a regular shift during which an Employee is on call-back and must be available to respond without delay to any request to return to duty.
- (b) When an Employee, whose hours of work are in accordance with Article 10.01(a) or (b), is scheduled to work, they may also be assigned “on-call duty” of no more than twelve (12) hours following the shift.
- 13.03 (a) For each occasion that an Employee is called back to duty, in addition to the payment received for being on-call, the Employee shall be paid for all hours worked during the call-back period, or for three (3) hours, whichever is the longer at the overtime rate of two times (2X) the Basic Rate of Pay.

- (b) An Employee called back to duty shall be permitted to return to on-call status when normal conditions have been restored. However, any further requests for procedures received by an Employee prior to returning to on-call status following completion of the work required on the initial call shall be considered one (1) call for the purpose of determining call-back pay.
- (c) If an Employee is recalled to duty immediately prior to the commencement of their scheduled shift, the Employee shall be deemed to be working overtime and shall be paid in accordance with Article 12.01 above until the scheduled commencement of their scheduled shift at which time they shall be paid at their Basic Rate of Pay.

13.04 An Employee who is called back to the Health Care Facility for immediate duty to respond to the Site of an emergency using their private automobile shall be reimbursed at the rate of ~~fifty and one half cents (\$0.505)~~ **fifty-five cents (\$0.55)** or the Government of Alberta rate per kilometre for each kilometre traveled.

#### 1.10 Travel Expenses

Article 20 has no application to this Addendum except:

- (a) If an Employee is required to travel on Employer business outside of their regular duties, Articles 20.02(b)(i) and (ii) and 20.05 will apply.

#### 1.11 Vacation

Amend Article 21.02 as follows:

“21.02 Vacation Entitlement

Subject to Article 33.01(e), during each year of continuous service in the employ of the Employer, an Full-Time Regular Employee shall earn vacation with pay in proportion to the number of months worked during the vacation year, to be taken in the following vacation year, except as provided for in Article 21.05. The rate at which vacation is earned shall be governed by the total length of such employment as follows:

- (a) during the first (1<sup>st</sup>) year of employment, an Employee shall earn entitlement to vacation calculated on a basis of one hundred forty-four (144) hours; or
- (b) during each of the second (2<sup>nd</sup>) to ninth (9<sup>th</sup>) years of employment, an Employee shall earn entitlement to vacation calculated on a basis of one hundred ninety-two (192) hours; or
- (c) during each of the tenth (10<sup>th</sup>) and subsequent years of employment, an Employee shall earn entitlement to vacation calculated on a basis of two hundred forty (240) hours;
- (d) Supplementary Vacation

The supplementary vacations as set out below are to be banked on the outlined supplementary vacation employment anniversary date and taken at a mutually agreeable time subsequent to the current supplementary vacation employment anniversary date but prior to the next supplementary vacation employment anniversary date:

- (i) upon reaching the employment anniversary of twenty-five (25) years of continuous service, Employees shall have earned an additional forty-eight (48) hours vacation with pay;
- (ii) upon reaching the employment anniversary of thirty (30) years of continuous service, Employees shall have earned an additional forty-eight (48) hours vacation with pay;
- (iii) upon reaching the employment anniversary of thirty-five (35) years of continuous service, Employees shall have earned an additional forty-eight (48) hours vacation with pay;
- (iv) upon reaching the employment anniversary of forty (40) years of continuous service, Employees shall have earned an additional forty-eight (48) hours vacation with pay;
- (v) upon reaching the employment anniversary of forty-five (45) years of continuous service, Employees shall have earned an additional forty-eight (48) hours vacation with pay.

Amend 21.05(e) as follows:

- 21.05 (e) A yearly vacation schedule will be posted in January. Employees will indicate their vacation period of preference on the schedule prior to March 1<sup>st</sup>. The Employer shall approve or reject requests by April 30<sup>th</sup>.

Seniority shall be considered when there is a dispute regarding preference for the time that vacation is to be taken.

All other requests for vacation will be considered on a first come first serve basis. These requests will be approved or denied within four (4) weeks of the request being submitted.'

## 1.12 **Named Holidays**

Amend Article 22.03 and add Articles 22.09 and 22.10 as follows:

- “22.03(a) An Employee, obliged in the course of duty, to work on a Named Holiday shall be paid for all hours worked on a Named Holiday at one and one-half times (1 1/2X) Basic Rate of Pay, and twelve (12) hours will be added to the Employee’s accrued statutory holiday bank to be taken as time off with pay at such future time as may be mutually agreed upon between the Employer and the Employee.

- (b) An Employee, obliged in the course of duty, to work on Christmas Day and August Civic Holiday shall be paid for all hours worked on Christmas Day and August Civic Holiday at two times (2X) Basic Rate of Pay, and twelve (12) hours will be added to the Employee's accrued statutory holiday bank to be taken as time off with pay at such future time as may be mutually agreed upon between the Employer and the Employee.

22.09 A Named Holiday for the purpose of this Agreement is defined as being of twelve (12) hours' duration.

~~22.10 No more than forty-eight (48) Named Holiday hours can be banked without written permission of the Employer."~~

### 1.13 Sick Leave

Amend Article 23.02 as follows:

"23.02 A Regular Full Time Employee shall be allowed a credit for sick leave computed from the date of employment at the rate of twelve (12) hours for each full month of employment up to a maximum credit of nine hundred and sixty (960) hours. An Employee shall be entitled to apply sick leave credits during the course of the probationary period."

Amend Articles 23.07 as follows:

"23.07 When an Employee has accrued the maximum sick leave credit of nine hundred and sixty (960) hours, they shall no longer accrue sick leave credits until such time as their total accumulation is reduced below the maximum. At that time they shall recommence accumulating sick leave credits."

#### 1.14 Employee Benefit Plans

Amend Article 25.01(b)(ii) as follows:

“25.01 (b) (ii) Accidental Death & Dismemberment Insurance (amount equal to group life insurance) plus additional Accidental Death and Dismemberment Insurance in the amount of five times (5X) basic annual earnings up to the next higher one thousand dollars (\$1,000.00) to a maximum of one million dollars (\$1,000,000.00).”

#### 1.15 Promotions, Transfers and Vacancies

Amend Article 29.07 as follows:

“29.07 All transfers and promotions shall be on a trial basis. The transferred or promoted Employee will be given a trial period of five hundred (500) hours in which to demonstrate their ability to perform the new tasks to the satisfaction of the Employer. The Employer shall provide an evaluation of the Employee prior to the completion of the trial period. Should such Employee fail to succeed **or request to return to their former position/status** during the aforementioned trial period, the Employer will make a sincere effort to reinstate the Employee in their former position, or, if such reinstatement is not possible, place the Employee in another suitable position. Such reinstatement or placement shall be without loss of seniority and at not less than the same pay rate to which the Employee would be entitled had they remained in their former position.”

#### 1.16 Protective Clothing

Replace Article 43.01 in its entirety by the following:

“43.01 The Employee shall have access in their working area to a gown, mask and safety glasses.”

#### 1.17 Part-time, Temporary and Casual Employees

Amend Articles 44.01, 44.03, 44.05, 44.07, 44.08(A), 44.09, 44.10 and 44.13 as follows:

“44.01 Except as modified by this Article, all provisions of this Collective Agreement apply to part-time, temporary and casual Employees, except that casual Employees shall not be entitled to benefits provided for in:

Article 9:	Probationary Period
Article 23:	Sick Leave
Article 25:	Employee Benefit Plans
Article 26:	Pension Plan
Article 28:	Seniority
Article 30:	Layoff and Recall
Article 31:	Technological Change
Article 33:	Leaves of Absence
Article 38:	Resignation/Termination”

#### 44.03 Hours of Work

Amend Article 10.01 to read:

“10.01 Hours of work for a part-time and casual Employee shall be:

- (a) no more than fourteen (14) hours in a day.”

#### 44.05 Overtime

Amend Article 12.01 to read:

“12.01 By a Regular part-time **or Casual** Employee in excess of their regularly scheduled shift, or one hundred and sixty-eight (168) hours worked in each consecutive and non-inclusive twenty-eight (28) calendar day period shall be paid at two times (2X) the Basic Rate of Pay on that day.

#### 44.07 Salaries

(A) Amend Article 14.02 to read:

“14.02 Notwithstanding the time periods stated for increment advancement in the Salaries Appendix, Casual Employees to whom these provisions apply shall be entitled to an increment on the satisfactory completion of two thousand one hundred and ninety (2,190) hours of work and further increments on the satisfactory completion of each period of two thousand one hundred and ninety (2,190) hours of work thereafter until the maximum rate is attained.”

#### 44.08 Vacation With Pay

(A) Article 21.02 is amended to read:

“21.02 (a) A Casual Employee shall be paid, in addition to their Basic Rate of Pay, ~~six percent (6%)~~ **six point five eight percent (6.58%)**, ~~eight percent (8%)~~ **eight point seven seven percent (8.77%)**, ~~ten percent (10%)~~ **ten point nine six percent (10.96%)** or twelve percent (12%) of their regular earnings in lieu of vacation, whichever is applicable depending on vacation entitlement.

(b) A Casual Employee shall not be scheduled to work or be placed on-call for a three (3) week period during each vacation year.

(c) Regular Part-time Employees shall accrue vacation on hours paid in proportion to the paid hours of a Full-time Employee. Hours will go into a vacation bank and can be accessed as required.”

#### 44.09 Named Holidays

(A) Article 22 is replaced in its entirety by the following:

“22.01 (a) An Employee to whom these provisions apply required to work on a Named Holiday, which are:

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 Day	

and all general holidays proclaimed to be a statutory holiday by any of the following:

- (i) the Municipality in which the Service is located;
- (ii) the Province of Alberta; or
- (iii) the Government of Canada;

shall be paid at one and one-half times (1 1/2X) Basic Rate of Pay for all hours worked on a Named Holiday and two point five times (2.5X) their Basic Rate of Pay for time worked in excess of their regularly scheduled shift.

(b) An Employee to whom these provisions apply required to work on Christmas Day and the August Civic Holiday shall be paid for all hours worked on the Named Holiday at two times (2X) their Basic Rate of Pay and three times (3X) their Basic Rate of Pay for time worked in excess of their regularly scheduled shift.

(c) An Employee to whom these provisions apply shall be paid, in addition to their Basic Rate of Pay, five percent (5%) of their basic hourly rate of pay in lieu of the Named Holidays, and the Floater Holiday.”

#### 44.10 Sick Leave

(A) Amend Article 23.02 to read:

“23.02 A Part-time Employee shall be allowed credit for sick leave computed from the date of employment at the rate of twelve (12) hours for each full month of employment (pro-rated to the regularly scheduled hours they worked each month) up to a maximum credit of nine hundred and sixty (960) hours. A Part-time Employee shall be entitled to apply for sick leave credits during their probationary period.”

#### 1.18 Uniform and Clothing Issue

(a) The following clothing and equipment, subject to Departmental standards, shall be supplied by the Employer to each Regular Employee upon commencement of employment:

- (i) two (2) t-shirts
- (ii) four (4) duty shirts
- (iii) four (4) uniform pants
- (iv) ~~one (1) uniform fleece~~ **one (1) uniform mid-layer jacket**
- (v) one (1) black leather belt
- (vi) Covenant photo identification
- (vii) one (1) winter jacket (insulated)
- (viii) one (1) Gore-Tex Hard Shell rain duty Jacket**

(b) After successful completion of their probationary period, Regular Employees shall be entitled to an annual \$500.00 allowance to purchase work-related equipment or clothing, subject to supervisor's approval, including but not limited to the following items:

- (i) A boot issue of their choice that meets Occupational Health and Safety Standards
- (ii) one (1) pair winter gloves
- (iii) one (1) pair of winter/outerwear pants
- (iv) one (1) pair of ice cleats
- (v) one (1) toque
- (vi) one (1) summer hat

- (vii) one (1) stethoscope
- (viii) one (1) pair of safety glasses
- (ix) one (1) pair of scissors and holder

~~(x) one (1) gore-Tex jacket~~

- (xi) one (1) pair slash gloves

**(xii) Clothing/Equipment for Backcountry/Austere environment responses**

- (c) If requested, the Employer shall supply to Regular Employees, on a one time basis, an internal ballistic vest.
  - (i) If a ballistic vest is issued, it shall be worn in accordance with the Employer policy.
  - (ii) Ballistic vest replacement, due to wear, manufacturer defects and/or those past their expiry date shall be replaced, subject to Supervisor approval.

If an external carrier is requested and approved by their supervisor, it will be provided.

- (d) The following clothing and equipment, subject to Departmental standards, shall be supplied by the Employer to each Casual and Temporary Employee upon commencement of employment:

- (i) two (2) t-shirts;
- (ii) two (2) duty shirts;
- (iii) Two (2) uniform pants;
- (vi) Covenant photo identification

**(vii) For those Casual and Temporary Employees who have worked a minimum of twenty (20) shifts in the fiscal year: one (1) uniform mid-layer jacket.**

Any other equipment or clothing required shall be supplied through the equipment pool.

- (e) If the issued clothing is excessively soiled during the performance of duties, the same shall be cleaned at the Employer's expense. Such cleaning shall be at the discretion of the Director of the Department.

- (f) The Employer will endeavor to issue all clothing and equipment to Employees as soon as possible after employment commences. Such clothing and equipment shall be clean and in good repair and/or condition.
- (g) The Employer shall provide access to individual locker space for each full-time and part-time Employee.
- (h) Upon termination of employment, Employees shall return all clothing and equipment provisions to the Employer.

#### **1.19 Duty - Incurred Expenses**

The Parties agree that in lieu of payment of duty incurred expenses to Employees, the Employer shall pay four thousand dollars (\$4,000.00) into an Emergency Medical Services Staff Fund each fiscal year. Emergency Medical Services Employees may agree upon the use of funds for the benefit of all Employees.

#### **1.20 Employee Stranding**

The purpose of this Item is to provide guidelines for the application of Article 12: Overtime and Item 1.19 Duty - Incurred Expenses to those situations where an Employee is prevented from returning to their ambulance station for extended periods of time.

The following principles shall be observed in determining compensation:

- (a) An Employee shall suffer no loss of earnings.
- (b) An Employee shall be reimbursed for reasonable and substantiated expenses.

An Employee is on travel status while they are actively engaged in attempting to return to their ambulance station. Time spent waiting for an anticipated departure, at an airport, is specifically included as travel time. When an Employee reaches their overnight accommodation, work will be considered to have ceased.

An Employee is required to make arrangements that will minimize the time spent in travel status.

**EMS LETTER OF UNDERSTANDING #XX (NEW)**

**BETWEEN**

**COVENANT HEALTH**  
(hereinafter referred to as the Employer)

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA**  
(hereinafter referred to as the Union)

**RE: TRIAL OF AUTOMATIC PROGRESSION BETWEEN EMERGENCY MEDICAL  
SERVICES (EMS) CLASSIFICATION SERIES**

Whereas the Parties endeavour to support the recruitment and retention of EMS Employees with the Employer, AND

Whereas the Parties agree that a seamless transition between EMS classifications (Primary Care Paramedic (PCP) to Advanced Care Paramedic (ACP)) is important upon the successful completion of a required education program, change of designation training and registration, AND

Whereas the Parties agree that such progression encourages EMS Employees to further their EMS education and achieve advanced EMS designations, while remaining with the Employer,

Now therefore, the Parties agree to allow, on a trial basis, automatic progression when an Employee changes professional designation from a PCP to an ACP.

A PCP advancing to an ACP either through this Letter of Understanding or via Article 29 will be placed on the same step in the new classification wage grid as in the previous wage grid (i.e. step 4 PCP to step 4 ACP).

Effective the date of ratification, current Employees who advanced in classification since April 1, 2024, shall have their salary adjusted to reflect the same step to step progression on the wage grid provided they have not already surpassed that step.

Current Employees will have sixty (60) days following the date of ratification to notify the Employer of such inclusion. If on a leave of absence, the Employee shall be granted sixty (60) days following their return to work date.

Current enrollees in an ACP education program shall have consideration under this Letter of Understanding using the same qualification parameters.

Prior to enrolment into an ACP education program, the Employee will notify the Employer and the Union and request consideration under this Letter of Understanding. Approval will

be granted based on operational feasibility (ie: vacancy rate, budget and recruitment trends). Such considerations will be shared with the Union.

Approval will be on a first come first served basis and will be honoured for the next program intake, after which:

1. The Employee will, on a one-time basis, be permitted to transfer to a vacant schedule to advance to the next level of classification (PCP to ACP). A process-based waiver of posting will be used to support this initiative.
  - (a) A PCP who has advanced to ACP will be provided with a vacancy list to identify schedules in the new classification available for them.
  - (b) When a vacant schedule is not immediately available, the Employee will temporarily continue working their current schedule in the higher classification. When a vacant schedule(s) becomes available, the Employee will either select from the available vacant schedule(s) based on seniority or be assigned to an available vacant schedule in order of seniority and transferred into the higher classification.
  - (c) Should the Employee reject the assigned schedule in the higher classification, the Employer and Employee shall meet to discuss, and when no extenuating circumstances exist the Employee will revert to their previously held schedule in their former classification as a PCP.
2. Any subsequent transfers or promotions must be in accordance with Article 29 of the Collective Agreement.

This Letter of Understanding will expire March 31, 2028.