

**HSA – Carewest  
Summary of Tentative Agreement  
TA reached April 13, 2026**

**LEGEND:**

No Change

Signed off amended

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	NOTES
#	TITLE			
	Preamble	Signed Off	<ul style="list-style-type: none"> <li>GAIN – addition of Land Acknowledgment</li> </ul>	
1	Term of Collective Agreement	Signed Off	<ul style="list-style-type: none"> <li>Four (4) year term July 1, 2024 - March 31, 2028</li> </ul>	Additional housekeeping changes
2	Definitions	Signed Off	<ul style="list-style-type: none"> <li>Amendment of temporary employees to include those on maternity/parental leave for up to 18 months</li> </ul>	
3	Management Rights	Signed Off	<ul style="list-style-type: none"> <li>GAIN - Employer requirement to act in a fair and reasonable manner</li> </ul>	
4	Recognition and Union Business	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
5	Dues Deduction and Union Membership	Signed Off	<ul style="list-style-type: none"> <li>Union’s ability to alter dues in strike or lockout with 72 hours notice</li> </ul>	
6	No Discrimination	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
7	No Strike or Lockout	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	

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8	Bulletin Boards	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
9	Probationary Period	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
10	Hours of Work	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
11	Work Schedules and Shifts	Signed Off	<ul style="list-style-type: none"> <li>GAIN – working greater than 6 consecutive days of work will result in 2x rate of pay</li> <li>GAIN – increase of scheduling posting period from 8 weeks to 12 weeks</li> </ul>	Additional housekeeping changes
12	Overtime	Signed Off	<ul style="list-style-type: none"> <li>Change – OT shall not exceed 77.50 hours at any given time</li> </ul>	Additional housekeeping changes
13	On-Call Duty	Signed Off	<ul style="list-style-type: none"> <li>GAIN – increase of scheduling posting period from 8 weeks to 12 weeks</li> <li>GAIN – increase to .3 hours as minimum for call-back pay</li> <li>GAIN – inclusion of ride share programs (Uber etc), other than Taxi for mode of transportation for call back</li> <li>Change – reference to employer travel policy for mileage rate (will reflect higher than contract rate)</li> </ul>	Additional housekeeping changes
14	Salaries	Signed Off	<ul style="list-style-type: none"> <li>GAIN – removal of the Employer’s ability to withhold pay increments/increases based on performance</li> </ul>	Additional housekeeping changes
15	Recognition of Previous Experience	Signed Off	<ul style="list-style-type: none"> <li>GAIN – increase to 5 years for recognition of previous experience.</li> </ul>	
16	Shift Differential and Weekend Premium	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	Additional housekeeping changes
17	NEW Professional Development (Previously not allocated)	Signed Off	<ul style="list-style-type: none"> <li>GAIN: 3 PAID professional development days granted to each employee annually for education directly related to the employee’s discipline and is effective date of ratification</li> </ul>	
18	Temporary Assignments	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	

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19	NEW Preceptor Pay (Previously not allocated)	Signed Off	<ul style="list-style-type: none"> <li>GAIN – an employee assigned as Preceptor shall receive an additional \$2.00 per hour for such responsibility for approved hours</li> </ul>	
20	Travel Expenses	Signed Off	<ul style="list-style-type: none"> <li>Change for mileage rate to match travel policy, which is higher than contractual rate</li> </ul>	
21	Vacation with Pay	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
22	Named Holidays	Signed off	<ul style="list-style-type: none"> <li>Change in 22.01(a) from Calgary to the Municipality to ensure employees in Red Deer are included</li> </ul>	Additional housekeeping changes
23	Sick Leave	Signed Off	<ul style="list-style-type: none"> <li>GAIN – 23.01 inclusion of Government Directive to ensure those instructed to quarantine will be compensated appropriately</li> <li>GAIN - increased reimbursement for sick notes to \$50 (from \$30)</li> </ul>	
24	Workers' Compensation	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
25	Employee Benefit Plans	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
26	Pension Plan	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
27	Over/Under Payments	Signed Off	<ul style="list-style-type: none"> <li>GAIN – inclusion of language for the employer to consider financial impact when determining repayment schedule for Over payments</li> </ul>	
28	Seniority	Signed Off	<ul style="list-style-type: none"> <li>GAIN – inclusion of technical employees</li> </ul>	
29	Promotions, Transfers and Vacancies	Signed Off	<ul style="list-style-type: none"> <li>GAIN – 29.09 expansion of language to be illness or injury when an employee has an inability to perform functions of a position</li> <li>GAIN – 29.11 expansion of language to include regular employee, and those on maternity/parental leave up to 18 months</li> </ul>	Additional housekeeping changes
30	Layoff and Recall	Signed Off	<ul style="list-style-type: none"> <li>GAIN – inclusion of reference to new Severance option (LOU #2)</li> </ul>	Additional housekeeping changes

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31	Technological Change	Signed Off	<ul style="list-style-type: none"> <li>No Changes</li> </ul>	
32	Contracting Out	Signed Off	<ul style="list-style-type: none"> <li>No Changes</li> </ul>	
33	Leaves of Absence	Signed Off	<ul style="list-style-type: none"> <li>GAIN – all leaves previously located in LOU #10, now brought to main body in article 33</li> <li>GAIN –Union leaves amended to remove ‘without pay’</li> <li>GAIN – Military leave expanded for those who may be granted leave without meeting full legislated requirements</li> <li>GAIN –Domestic Violence Leave is now paid for up to 5 days.</li> </ul>	Additional housekeeping changes
34	In-Service Programs	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
35	Court Appearance	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
36	Evaluations, Personnel Files and Occupational Health, Safety and Wellness Files	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
37	Discipline and Dismissal	Signed Off	<ul style="list-style-type: none"> <li>GAIN - automatic removal of a letter of discipline after 2 years (previously required written request)</li> <li>GAIN – Once eligible for removal, the employer shall not rely on or refer to the letter of discipline for misconduct or performance issues</li> <li>GAIN – addition of employer providing advanced notice of meetings</li> </ul>	
38	Resignation/Termination	Signed Off	<ul style="list-style-type: none"> <li>GAIN – addition of new language so that Employee will not be deemed terminated unless absent for 3 days or more have passed without good or proper reason. Initially there was no timeline</li> </ul>	
39	Position Profiles	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	Additional housekeeping changes

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40	Job Classifications	Signed Off	<ul style="list-style-type: none"> <li>GAIN – substantial enhancements to classification appeal process</li> </ul>	Additional housekeeping changes
41	Employee-Management Advisory Committee	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
42	Workplace Health, Safety and Wellness	Signed Off	<ul style="list-style-type: none"> <li>GAIN – 42.01 – employer to maintain a system to address physical and psychological safety initiatives</li> <li>GAIN - 42.08 – time and travel (if required) will be paid for employees that are required to obtain a specific immunization/titre</li> <li>GAIN – 42.11 – Requests for psychological health and safety assessment shall not be unreasonably denied/delayed</li> </ul>	Additional housekeeping changes
43	Protective Clothing	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
44	Part-time, Temporary and Casual Employees	Signed Off August 14, 2025	<ul style="list-style-type: none"> <li>Consequential amendments consistent with the main body of the collective agreement</li> <li>GAIN – changes in status from regular to casual will not require employee to resign their position</li> </ul>	Additional housekeeping changes
45	Modified Workday	Signed Off	<ul style="list-style-type: none"> <li>GAIN inclusion of double time for time worked on Christmas Day or August Civic Holiday</li> </ul>	Additional housekeeping changes
46	Grievance Procedure	Signed Off August 28, 2024	<ul style="list-style-type: none"> <li>GAIN – use of single Arbitrator for grievances advanced to Arbitration unless otherwise requested</li> <li>GAIN – strengthening of language for default timeline non-compliance</li> </ul>	Additional housekeeping changes
47	Grievance Arbitration	Signed Off	<ul style="list-style-type: none"> <li>Non-substantive changes</li> </ul>	Additional housekeeping changes

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48	Copies of the Collective Agreement	Signed off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
49	Critical Incident Stress Management	Signed Off	<ul style="list-style-type: none"> <li>GAIN – substantial enhancements for employees that may be impacted by a critical incident</li> </ul>	
New Article 50	Professional Fee Reimbursement	Signed off	<ul style="list-style-type: none"> <li>GAIN Regular and Temporary employees will now be entitled to receive \$500 towards the licensing/registration fees with their college, association, or licensing governing body. Employees must have 810 hours worked and paid at the basic rate of pay in the previous registration year to be eligible.</li> </ul>	
#1	Letter of Understanding re: Benefits Review Committee	Signed Off	<ul style="list-style-type: none"> <li>Deleted as it was obsolete</li> </ul>	
#2	Letter of Understanding re: Severance	Signed Off	<ul style="list-style-type: none"> <li>GAIN – NEW – substantial improvement to member rights with severance now an option for layoff procedure, (Carewest did not previously have severance)</li> </ul>	
#3	Letter of Understanding re: Quality of Life Option	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
#4	Letter of Understanding re: Duty to Accommodate	Signed Off	<ul style="list-style-type: none"> <li>GAIN – removal of disability management as it was not inclusive of all protected grounds. Protected grounds also listed</li> <li>GAIN removal of expiry date</li> </ul>	
#5	Letter of Understanding re: Mobility	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
#6	Letter of Understanding re: Flexible Spending Account (FSA)	Signed Off	<ul style="list-style-type: none"> <li>Housekeeping changes</li> </ul>	
#7	Letter of Understanding re: Expedited Mediation and Expedited Arbitration Process	Signed Off	<ul style="list-style-type: none"> <li>No changes – neither party opened</li> </ul>	
#4	Letter of Understanding re: Duty to Accommodate	Signed Off	<ul style="list-style-type: none"> <li>GAIN – removal of disability management as it was not inclusive of all protected grounds. Protected grounds also listed</li> <li>GAIN removal of expiry date</li> </ul>	
#8	Letter of Understanding re: Benefit Plan Enhancements	Signed off	<ul style="list-style-type: none"> <li>GAIN – increased visit maximum from \$50 to \$75 in massage and other therapies</li> <li>GAIN – survivor benefits up to 24 months</li> <li>GAIN multiple enhancements to Diabetic equipment and supplies</li> </ul>	Additional housekeeping changes

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#9	Letter of Understanding re: Psychological Safety in the Wrokplace	Signed Off	<ul style="list-style-type: none"> <li>No changes</li> </ul>	
#10	NEW Letter of Understanding re: Professional Licenses/Certifications (Deleted previous Leaves of Absence LOU)	Signed off	<ul style="list-style-type: none"> <li>Clarification on renewal process for employees requiring annual licensing and/or certifications</li> </ul>	
#11	NEW Letter of Understanding re: Long Service Pay Adjustment	Signed Off	<ul style="list-style-type: none"> <li>GAIN – 2%wage increase for employees who have worked 20 years or greater for the employer</li> </ul>	