

Memorandum of Agreement

Re: Novel Coronavirus Disease (COVID-19)

Between

**Alberta Union of Provincial Employees
Health Sciences Association of Alberta
United Nurses of Alberta
("the Unions")**

-and-

**ALBERTA HEALTH SERVICES
("the Employer")**

The Parties agree that this Memorandum of Agreement is unique to the COVID-19 response and the current Public Health Emergency declared by Alberta's Chief Medical Officer of Health. **NOW THEREFORE** the Parties agree as follows:

- (a) It may be necessary for the Employer to redeploy Employees, on a temporary basis, to sites owned or operated by other Employers. When this becomes necessary, the Employer shall first ask Employees to volunteer for such redeployment.
- (b) If more Employees than required volunteer to redeploy to such a site temporarily, the most senior Employees shall have the right to redeploy temporarily, provided they have the ability to perform the work.
- (c) If fewer Employees than required volunteer to redeploy temporarily, assignments shall be made in reverse order of seniority within an identified site/unit/program/department, provided the Employees have the ability to perform the work.
- (d) The Union(s) shall be notified of any such redeployment. Each Union shall provide a contact to the Employer for such notification and AHS will ask the receiving Employer to notify their Union(s).
- (e) Redeployed Employees shall receive orientation to the new site as much as possible.
- (f) Redeployed Employees will continue to be covered by the terms of their applicable collective agreement and represented by their current bargaining agent. Redeployed Employees shall remain Employees of the Employer.

- (g) While working at the other site, the Employer shall ensure the Employee is compensated for their FTE and any additional shifts regularly worked for the Employer and/or any other Health Care Employer.
- (h) The Employer shall reimburse Employees for all reasonable, necessary and substantiated additional costs (such as but not limited to travel time, kilometrage, accommodations and meals) as a result of the temporary redeployment.
- (i) Upon completion of the temporary redeployment, the Parties will discuss and develop a repatriation protocol.
- (j) This memorandum of agreement is enforceable in accordance with the grievance and arbitration provisions of the Employee's collective agreement.

This agreement shall remain in effect until fourteen (14) days after the Chief Medical Officer of Health has ended the Public Health Emergency or as agreed upon by the Parties.

ON BEHALF OF AHS

ON BEHALF OF AUPE

Date: _____

Date: _____

ON BEHALF OF HSAA

ON BEHALF OF UNA

Date: _____

Date: _____