

## **PREAMBLE**

WHEREAS the parties acknowledge that the primary purpose of the Employer and Employees is to work together to provide and improve quality patient/resident/client care and believe that this purpose can be achieved most readily if harmonious **and respectful** relationships exist between the Employer and the Employees;

AND WHEREAS the parties recognize that a **safe and** positive work environment raises the level of job satisfaction for Employees which directly impacts the quality of patient/resident/client care, the parties shall endeavour to find resolution to issues of mutual concern in a manner which is fair and reasonable and consistent with the terms of this Collective Agreement;

AND WHEREAS the parties are desirous of concluding a Collective Agreement for the purpose of establishing rates of pay and other terms and conditions of employment for Employees;

NOW THEREFORE THIS COLLECTIVE AGREEMENT WITNESSES:

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

1.01 Except where otherwise stated in this Collective Agreement, this Collective Agreement shall be in force and effect from and after April 1, ~~2020~~ **2024**, or the date upon which the United Nurses of Alberta and the Employer exchange notice of ratification by their principals of the terms of this Collective Agreement, whichever is later up to and including March 31, ~~2024~~ **2028**, and from year to year thereafter unless notice, in writing, is given by either party to the other party not less than 60 days nor more than 120 days prior to the expiration date of its desire to amend this Collective Agreement.

**ARTICLE 2: DEFINITIONS** – Current Agreement

**ARTICLE 3: RECOGNITION** – Current Agreement

**ARTICLE 4: MANAGEMENT RIGHTS** – Current Agreement

**ARTICLE 5: DUES, DEDUCTIONS AND UNION BUSINESS**

5.07

- (c) **Effective 30 days following the Date of Ratification, the Union shall provide the Employer a list (and update as applicable) of Part-time Employees elected or appointed to perform Union or Local business. Effective the first day of the first pay period following 30 days from the Date of Ratification, Union or Local Business conducted by a Part-time Employee on an unscheduled day shall be coded as Union Leave. Union Leave coded on a Part-time Employee's unscheduled day shall be treated the same as if the time had been worked for the Employer for purposes of increment accrual, vacation accrual, pay in lieu of Named Holidays, sick leave accrual, and pension, up to a full-time equivalency.**

- (e)(d) Excluding those Employees on a full-time Union leave, time off granted in accordance with Article 5.07(a), ~~and (b) and (c)~~ shall be with pay. The Union agrees to reimburse the Employer for the total cost of the absence, plus a 15% administration fee.

**ARTICLE 6: NO DISCRIMINATION – Current Agreement**

**ARTICLE 7: HOURS OF WORK AND SCHEDULING PROVISIONS – Current Agreement**

**ARTICLE 8: OVERTIME**

**8.01**

- (c) Overtime may be accumulated and taken in time off at a mutually acceptable time at the applicable premium rate. **Requests to take accumulated overtime as time off shall be approved or denied within 14 days of receiving the request. Where the request is denied, the Employer shall provide written reasons for the denial of the request.** Time off not taken by **the last pay period end date in March** in any given year shall be paid out unless otherwise mutually agreed. Such request to carry over lieu time shall be submitted by the Employee in writing prior to **the last pay period end date in March 1st**, and shall not be unreasonably denied. **Once annually, following completion of the payroll calendar for the forthcoming year, the Employer shall confirm the date of the last pay period end date in March for the Union.**
- (e) ~~Effective April 1, 2022,~~ The Employer shall provide to the Union, on a bi-weekly basis, a report of mandatory overtime hours by cost centre. **Effective April 1, 2025, the Employer shall revise the report of overtime hours to include non-mandatory overtime.**

**ARTICLE 9: ON-CALL DUTY/CALL BACK**

**9.02 On-Call Regulations**

- (a) (i) Regulations in respect of approval or authorization for on-call duty and the procedures which are to be followed by the Employee and the Employee's supervisor in respect of a duty roster or such other administrative controls as may be deemed necessary or desirable, shall be prescribed by the Employer. **Within 120 days of the date of ratification the Employer shall prepare a document specifying the regulations and procedures with respect to on call duty, duty roster, and applicable administrative controls which shall be made available to the affected Employees.** The duty roster for "on-call duty" shall be posted 12 weeks in advance.
- (f) **Employees may exchange on-call periods, or portions of on-call periods, among themselves provided they follow the same processes that apply for Employee Shift Exchanges as set out in Article 7.05.**

- 9.03 The Employer shall pay ~~\$3.30~~ **\$7.00** per hour to Employees who are assigned on-call duty ~~on a regular work day, and \$4.50 per hour to Employees who are assigned on call duty on their days of rest or Named Holiday.~~

#### **ARTICLE 10: TRANSPORTATION**

- 10.01 An Employee who is called back pursuant to the provisions of Article 9: On-Call Duty/Call Back shall be reimbursed for reasonable, necessary and substantiated transportation expense and, if the Employee travels for such purpose by private automobile, reimbursement shall be at the rate of ~~50.5¢~~ **55¢** per kilometre from the Employee's residence to the site and return (or Government of Alberta rates, whichever is greater).
- 10.05 (a) Full-time Employees required by the Employer to have an automobile for use in their employment shall receive ~~\$130~~ **\$162.50** per month on account of that requirement.
- ~~(b) Allowances for Part-time Employees shall be paid monthly and prorated based on the Employee's FTE and then adjusted quarterly to reflect the FTE of the hours worked in the preceding quarter.~~
- ~~(c) Casual Employees shall be eligible for allowances based on all hours worked in a program/department where the Manager requires them to provide a vehicle for work. Allowances for Casual Employees shall be calculated and paid quarterly, based on the FTE of the hours worked in the preceding quarter.~~
- (b) Allowances for Part-time Employees shall be paid monthly and prorated based on the Employee's FTE. Part Time Employees are eligible to receive an adjustment to the monthly allowance to reflect any additional hours worked in the preceding month. Adjustments shall be processed after the Employee submits the required forms to the Employer.**
- (c) Casual Employees shall be eligible for allowances based on all hours worked in a program/department where the Employer requires them to provide a vehicle for work. Allowances for Casual Employees shall be calculated and paid monthly, based on the FTE of the hours worked in the preceding month. Allowances shall be processed after the Employee submits the required forms to the Employer.**

#### **ARTICLE 11: PROBATIONARY PERIOD AND ORIENTATION – Current Agreement**

#### **ARTICLE 12: SENIORITY – Current Agreement**

#### **ARTICLE 13: EVALUATIONS AND PERSONNEL FILE**

- 13.01

- (d) In the event there is a Letter of Expectation on the Employee's personnel file, the matters addressed therein may be incorporated into the evaluation. After the evaluation is completed, the Letter shall be removed from the personnel file. Should the Letter not be addressed in the evaluation; **or after twelve (12) months from the date of the Letter being issued**, the Letter is deemed to be removed from the personnel file.

#### ARTICLE 14: PROMOTIONS, TRANSFERS AND VACANCIES

##### 14.02(d)

- (iii) For temporary positions in the same unit (for "at" Employees) or program (for "at or out of" Employees), such Employee shall be eligible to apply on postings of vacancies pursuant to Article 14.02(a) that are in the same unit/program as the Employee's current temporary position **provided that there are sixty days or fewer remaining in the term of their current temporary position.**
- (e) Temporary positions may be extended by mutual agreement between the Employer and the Local. **Where possible, requests to extend a Temporary position shall be provided at least seven (7) days prior to the expiry date of the temporary position.** Such agreement shall not be unreasonably withheld.

##### 14.05 **When considering external applicants for posted vacancies, the determining factors shall be skill, knowledge, efficiency, experience, and other relevant attributes, and where these factors are considered by the Employer to be relatively equal the order of consideration for filling vacancies shall be as follows:**

- (a) **Employees of other Employers that are signatories to this Collective Agreement; then**
- (b) **external candidates.**

**In the event that an Employee from another participating Employer is the successful candidate for a posted vacancy, the Employee may transfer pension entitlements, vacation accrual rates, unused vacation up to 1 (one) year's entitlement and sick leave up to the maximum level of entitlements in effect at the receiving bargaining unit. Employees who elect to transfer their vacation and sick leave entitlements to their new Employer are required to transfer their entitlements in whole and are not permitted to maintain the same entitlements concurrently with their original Employer. Employees shall be required to comply with the Employers' administrative controls as a condition of transferring entitlements under this article.**

**ARTICLE 15: LAYOFF AND RECALL – Current Agreement**

**ARTICLE 16: RESPONSIBILITY ALLOWANCE, TEMPORARY ASSIGNMENT AND IN CHARGE**

**16.01 Responsibility Allowance**

- (a) An Employee who is assigned additional responsibilities which contribute to the administration of program(s) and which comprise at least 25% of the Employee's workload and regularly includes the supervision of and/or coordination of other Employees, shall be paid ~~\$2.00~~ **\$3.50** per hour in addition to the Employee's Basic Rate of Pay.

**16.02 In Charge Pay**

- (a) The Employer shall designate a person to be in charge of a unit. Where such person is absent from the unit for a consecutive time period of two (2) hours or more, an alternate will be designated in charge.
- (b)
  - (i) When an Employee who holds the position of a Staff Nurse is designated in charge of a unit, such Employee shall be paid an additional ~~\$2.00~~ **\$3.50** per hour.
  - (ii) When an Employee who holds ~~the a position of an Assistant Head Nurse in~~ **a higher rated classification** is designated in charge of a unit, such Employee shall be paid an hourly rate which is no less than what a Staff Nurse at the same pay step would be paid when designated in charge.

16.04 Where there is not an out-of-scope management person reasonably available, an Employee shall be assigned responsibility for the administrative operation of a site in addition to being designated in charge of a unit. The Employee shall be paid ~~\$3.00~~ **\$4.00** per hour in lieu of the premium outlined in Article 16.01(a) or Article 16.02(b).

**16.05 Temporary Assignment**

Notwithstanding Article 2.04(b)(iii), Regular or Temporary Employees may be assigned to relieve others for additional duties.

- (c) 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 ~~\$2.00~~ **\$3.50** per hour.

**16.06 Preceptor Pay**

- ~~(e)~~**(a)** "Preceptor" shall mean a Registered Nurse or Registered Psychiatric Nurse who is:
  - (i) assigned to supervise, educate or evaluate students; **or**

(ii) **assigned by the Employer to serve as a Clinical Guide to a program participant during the enhanced orientation phase of the Graduate Nurse Transition Pilot Program.**

~~(a)~~(b) The Employer shall establish a roster on which Employees may indicate their interest in performing preceptor duties. In assigning preceptor duties, the Employer shall first consider the Employees on the roster.

~~(b)~~(c) A Registered Nurse or Registered Psychiatric Nurse assigned by the Employer as a preceptor shall receive an additional ~~65¢~~ **\$2.00** per hour.

**ARTICLE 17: VACATIONS WITH PAY – Current Agreement**

**ARTICLE 18: NAMED HOLIDAYS – Current Agreement**

**ARTICLE 19: SICK LEAVE – Current Agreement**

**ARTICLE 20: WORKERS' COMPENSATION – Current Agreement**

**ARTICLE 21: EMPLOYEE BENEFITS – Current Agreement**

**ARTICLE 22: LEAVES OF ABSENCE**

**22.13 Domestic Violence Leave**

(a) An Employee who has completed 90 days of employment and 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(s) **and the first without pay for a period of up to ten (10) five (5) Shifts shall be with pay** in a calendar year.

**ARTICLE 23: DISCIPLINE, DISMISSAL AND RESIGNATION – Current Agreement**

**ARTICLE 24: NO STRIKE OR LOCKOUT – Current Agreement**

**ARTICLE 25: SALARIES – Current Agreement**

**ARTICLE 26: EDUCATIONAL ALLOWANCES – Current Agreement**

**ARTICLE 27: RECOGNITION OF PREVIOUS EXPERIENCE**

27.01 ~~When an Employee has experience satisfactory to the Employer, the~~ **A new Employee's starting salary shall be adjusted as follows: so that all Registered Nurse or Registered Psychiatric Nurse experience satisfactory to the Employer is recognized on a one-for-one basis, up to the top increment in the salary scale provided the RN or RPN was previously registered to practice as an RN or RPN in Alberta or a Canadian equivalent jurisdiction. This provision shall not apply to new Employees who have not maintained active registration as a Registered Nurse or Registered Psychiatric Nurse in Alberta or a Canadian equivalent jurisdiction for a period of five or more years.**

- ~~(a) — Experience prior to a five (5) year lapse will not be recognized.~~
- ~~(b) — All experience satisfactory to the Employer shall be recognized on a one-for-one basis, up to the top increment in the salary scale.~~
- ~~(c) — If a Registered Nurse or Registered Psychiatric Nurse has completed a nursing refresher course within the past 12 months, the Employer will recognize experience that is more than five (5) years old.~~

**27.02 A new Employee who has not maintained active registration as a Registered Nurse or Registered Psychiatric Nurse in Alberta or a Canadian equivalent jurisdiction for a period of five or more years shall have their starting salary adjusted provided the Employee has:**

- (a) already completed a nursing refresher program or a substantially equivalent program recognized by the College of Registered Nurses of Alberta or the College of Registered Psychiatric Nurses of Alberta; and**
- (b) resumed practice as a Registered Nurse or Registered Psychiatric Nurse within twelve months following completion of the nursing refresher program. An Employee with extenuating circumstances that prevented their resumption of practice within twelve months may request consideration of such circumstances.**

**In adjusting the new Employee's salary pursuant to Article 27.02(a) above, all Registered Nurse or Registered Psychiatric Nurse experience satisfactory to the Employer will be recognized on a one-for-one basis, up to the top increment in the salary scale.**

**ARTICLE 28: SHIFT DIFFERENTIAL AND WEEKEND PREMIUM – Current Agreement**

**ARTICLE 29: PENSION PLAN**

~~29.03 Where the Employee requests within five (5) years of the Employee's date of hire to have the Employee's first year of employment recognized as pensionable service, the Employer shall facilitate such arrangements as may be necessary and shall pay the Employer's portion of the contributions for the first year of service.~~

## ARTICLE 30: PART-TIME, TEMPORARY AND CASUAL EMPLOYEES

### (Amended in Article 37: Extended Work Day)

#### 30.01 Part-Time Employees

- (iv) Part-time Employees who work at another ~~site~~ **Employer** covered by the Multi-Employer/United Nurses of Alberta Collective Agreement may, once a year, provide proof of hours worked at the Basic Rate of Pay for that other Employer and have those hours applied for the purpose of achieving further increments on the Salary Grid, up to the maximum increment. Hours worked in another Classification, providing it is work covered by this Collective Agreement, shall be included, however the Employee shall be paid in accordance with the wage rate of the classification of the position held by the Employee at the applicable site. No Employee shall receive credit for the same increment hours more than once at the same Employer. **Employees can only advance one (1) step per year as a result of this provision.**
- ~~(v) This provision shall come into effect upon Ratification of the Agreement and shall be as follows:~~
  - ~~(A) Prior to September 1, 2022, and upon proof of hours worked, Employees will be advanced to the highest step on the salary grid achieved working for another Employer covered by this Collective Agreement.~~
  - ~~(B) After application of 30.01(c)(v)(A) above, Employees can only advance one (1) step per year as a result of this provision.~~

#### 30.03 Casual Employees

- (v) A Casual Employee shall be entitled to overtime worked in excess of 147.25 hours averaged over a four (4) week period ~~starting October 6, 2014~~. The Employer shall have available for each Casual Employee, a calendar indicating the applicable four (4) week periods for calculating overtime. **Once annually, following completion of the payroll calendar for the forthcoming year, the Employer shall confirm for the Union the applicable 4-week periods for calculating overtime for Casual Employees.**
- (b) On-Call/Call Back
  - 9.03 The Employer shall pay ~~\$3.30~~ **\$7.00** per hour to a Casual Employee who agrees to be placed on-call for a specific shift(s)/time period. ~~When the on-call shift occurs on a Named Holiday, the Casual Employee shall be paid \$4.50 per hour.~~
- (c) Increment Accrual



- (ii) Casual Employees who work at another ~~site~~ **Employer** covered by the Multi-Employer/United Nurses of Alberta Collective Agreement may, once a year, provide proof of hours worked at the Basic Rate of Pay for that other Employer and have those hours applied for the purpose of achieving further increments on the Salary Grid, up to the maximum increment. Hours worked in another Classification, providing it is work covered by this Collective Agreement, shall be included, however the Employee shall be paid in accordance with the wage rate of the classification of the position held by the Employee at the applicable site. No Employee shall receive credit for the same increment hours more than once at the same Employer. **Employees can only advance one (1) step per year as a result of this provision.**

- ~~(iii) This provision shall come into effect upon Ratification of the Agreement and shall be as follows:~~

~~(A) Prior to September 1, 2022, and upon proof of hours worked, Employees will be advanced to the highest step on the salary grid achieved working for another Employer covered by this Collective Agreement.~~

~~(B) After application of 30.03(c)(iii)(A) above, Employees can only advance one (1) step per year as a result of this provision.~~

## ARTICLE 31: COPIES OF COLLECTIVE AGREEMENT

31.01 Following the signing of the Collective Agreement, **upon their request**, each Employee ~~affected~~ shall be provided with a copy **in booklet form** by the Employer ~~within seven (7) days of receipt of the copies by the Employer~~. The Collective Agreement shall be printed in booklet form by the United Nurses of Alberta. The costs of printing shall be shared equally between the parties.

~~31.02 The Employer shall provide a copy of the Collective Agreement to each new Employee upon hiring.~~

## ARTICLE 32: DISPUTE RESOLUTION PROCESS

- (c) In the event that mutual agreement regarding the appointment of an arbitrator is not achieved, DRAC shall, within 10 days after receipt of notification provided for in Article 32.11(b) above, select one (1) of the following arbitrators to hear the Arbitration:

<del>Lyle Kane</del> <b>William J. Johnson</b>	<del>David Tettensor</del> <b>Andrew Robertson</b>
David Phillip Jones	<del>Richard Wilson</del> <b>Greg Francis</b>
Andrew C. L. Sims	Mark Asbell
Leanne Young	<del>Kathryn Oviatt</del>
Tom Jolliffe	William McFetridge

**ARTICLE 33: COMPENSATION ERRORS** – Current Agreement with parties agreement on amended Attachment A

**ATTACHMENT A**

**Overpayment Recovery Notice**

**You must reply to this notice as soon as possible and in any event within 25 days – See Article 33: Compensation Errors of the Collective Agreement**

Overpayment Information <i>(to be completed by Payroll)</i>	
Employee Name:	Employee Number:
Net Overpayment Amount \$	Date of Overpayment
A net overpayment has been identified as a result of the following circumstances:	
<b><i>*(for completion by the Employee)</i></b> <input type="checkbox"/> <b>I dispute the validity/amount of the overpayment for the reasons provided below (please note, reasons must be provided):</b>	
<b>Note to Payroll:</b> <i>Repayment shall not commence until the dispute regarding the validity or amount of overpayment is resolved pursuant to the provisions of Articles 33.02(f) and (g).</i>	

**\*Repayment Options *(for completion by the Employee provided there is no dispute regarding the validity or amount of the overpayment)***

Please fill in your choice of repayment option:

- ☐ Collect the entire amount from my next cheque. Total net amount of \$
- ☐ Collect \_\_\_\_ % of my gross earnings per pay period until the full amount is paid (failure to reach agreement on a repayment schedule or failure to respond within 25 days will result in deductions at a rate of 12.5% of gross earnings per pay period except where this would reduce earnings below minimum wage)
- ☐ Pre-Authorized Debit for the entire amount. Total net amount of \$
- ☐ Attached is a personal cheque for the entire amount. Total net amount of \$
- \* ☐ Attached are \_\_ post-dated cheques for \$\_\_\_\_ each to address the amount in full

☐ Collect the amount of recovery required from one or more of the following banks (subject to tax and applicable deductions):

Overtime		Bank
Statutory	Holiday	Bank
Vacation Bank		

\*\*\*Please make the cheques payable to Alberta Health Services (*A service charge will be applied for any cheques that do not clear due to insufficient funds (NSF)*)

**Authorizations**

Employee ( <i>Name first, last</i> )	Signature	Date ( <i>yyyy-mm-dd</i> )
Cc: UNA		

#### ARTICLE 34: OCCUPATIONAL HEALTH AND SAFETY

- 34.02 (a) There shall be an Occupational Health and Safety Committee (Committee), which shall be composed of representatives of the Employer and representatives of the Local and may include others representing recognized functional bargaining units. This Committee shall meet once a month, and in addition shall meet within 10 days of receiving a written complaint regarding occupational health or safety. An Employee shall be paid the Employee's ~~Basic~~ **applicable Rate of Pay** for attendance at Committee meetings. A request to establish separate committees for each site or grouping of sites shall not be unreasonably denied. The Employer shall provide training at no cost to all Employees on the Committee to assist them in performing their duties on the Committee. Training shall be paid at the Employee's Basic Rate of Pay.
- 34.11 In the event of an assault on an Employee, (including but not limited to physical, sexual, verbal or psychological) the Employer shall advise the Employee of their right to report the issue to the police **and ensure the Employee is made aware of available supports.**
- 34.12 (a) **A critical incident is an extraordinary event or series of events in the workplace that has the potential to create significant distress and interfere with one's coping mechanisms. Examples of critical incidents may include violence, threats of violence, death of a colleague or an unusual or unexpected patient death or a series of such incidents.**
- (b) **After the occurrence of a critical incident, an impacted Employee may request to be provided with downtime during the shift without loss of pay. The Employee's request shall not be unreasonably denied. The Employer shall ensure the impacted Employee is made aware of the available critical incident supports.**
- 34.13 **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.**

#### ARTICLE 35: PROFESSIONAL DEVELOPMENT

- 35.06 (a) The Employer will reimburse Employees (who at the beginning of their next registration year have active registration in their Professional College): ~~\$250 for~~
- (i) **100% of their dues; and**
  - (ii) **the full cost of professional liability insurance required pursuant to the provisions of the *Health Professions Act* if not already included in the Professional College dues.**

**Employees are required to ~~they~~ have accumulated 684.6 or more regular hours actually worked in the previous fiscal year in order to qualify for full reimbursement of Professional College dues and applicable professional liability insurance. Employees who work at multiple Employers signatory to this Collective Agreement shall only be eligible for a total maximum reimbursement of 100% of their dues and applicable professional liability insurance and shall comply with the administrative controls in place to prevent reimbursement beyond 100%.**

**Effective April 1, 2026, Employees who work at multiple Employers signatory to this Collective Agreement shall be permitted to apply their regular hours actually worked in the previous fiscal year with each applicable Employer for purposes of achieving the threshold of 684.6 hours required to qualify for reimbursement under this Article.**

## **ARTICLE 36: PROFESSIONAL RESPONSIBILITY**

### **36.02 Professional Responsibility Concerns Resolution Process**

**The Parties agree to the following concern resolution process in order to resolve concerns of Employees, or the Employer, relative to patient/resident/client care including staffing issues. The parties agree that the purpose of the concern resolution process is to:**

- (a) encourage open problem-solving discussions;**
- (b) achieve timely and appropriate solutions for the identified issues as close to the source as possible;**
- (c) contribute to, and support, Employee and Manager job satisfaction in addition to a positive, harmonious work environment;**
- (d) recognize and respect the roles, interests, and accountabilities of all involved as well as the clinical expertise of Nurses, Managers, and other regulated health professionals; and**
- (e) identify and achieve evidence-based solutions.**

#### **I. Initial Problem-Solving Stage**

- (a) Where an issue is specific to one (1) unit or program, the Employee or Local shall discuss the issue with the most immediate supervisor in an excluded management position before the matter is discussed at the Committee.**

#### **II. Referral to the Professional Responsibility Concerns Committee**

- (a) Issues that remain unresolved following the initial problem-solving stage, and those that involve more than one (1) unit or program, shall be referred to the Committee. Where there are multiple forms submitted for the same issue, the parties agree that these may be grouped together for discussion and response.**

- (f) The Committee shall discuss unresolved issues with the applicable senior leader before the matter is referred to the Chief Executive Officer as provided for in (h) below. **Where the parties agree that the matter is complex and will require multiple meetings, a written response will not be provided until after the final meeting. Such written response shall be issued within 14 days of the final meeting.**

**ARTICLE 37: EXTENDED WORK DAY** - Consequential changes as necessary

**ARTICLE 38: TECHNOLOGICAL CHANGE** – Current Agreement

**ARTICLE 39: JOB DESCRIPTION AND CLASSIFICATION** – Current Agreement

**ARTICLE 40: COMMITTEE PARTICIPATION** – Current Agreement

**ARTICLE 41: AMBULANCE DUTY** – Current Agreement

**ARTICLE 42: EMPLOYMENT INSURANCE PREMIUM REDUCTION** – Current Agreement

**ARTICLE 43: SUBSISTENCE AND CAMP ALLOWANCE**

43.01 Employees who are required to travel beyond a 50 kilometre radius from their home site or 50 kilometres from their normal work area (where that work area exceeds a 50 kilometre radius from their home 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 Travel and 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>

**ARTICLE 44: MOBILITY**

**44.06 Designated Float Positions**

- (a) The Employer may post designated float positions. A float position is one that may be scheduled in any site designated in the posting, not to exceed three (3) sites, the furthest two (2) sites being no more than 100 kilometres apart, for the following purposes:
  - (i) Coverage for sick leave;
  - (ii) Coverage for vacation;
  - (iii) Coverage for approved leave of absence;

- (iv) Coverage for educational programs;
- (v) Coverage for those on skills maintenance;
- (vi) Surges in workload;
- (vii) Coverage for unanticipated absences.

**The Employer and the Local(s) may mutually agree to amend the distance between the furthest two Sites to 150 kilometres.**

**44.07 Volunteers for Temporary Assignments**

- (a) The Employer may seek and post for Regular Employees willing to take temporary transfers to provide relief for persons absent due to the following circumstances:
  - (i) Sick leave;
  - (ii) Vacation;
  - (iii) Approved leave of absence;
  - (iv) Educational programs;
  - (v) Skills maintenance; **and**
  - (vii) **for specific jobs of less than three months.**

**LETTER OF UNDERSTANDING #1**

**RE: UNIT – Renew**

**LETTER OF UNDERSTANDING #2**

**RE: CHARGE DESIGNATION REVIEW COMMITTEE – Renew**

**LETTER OF UNDERSTANDING #3**

**RE: IN-CHARGE DESIGNATION FOR MORE THAN ONE (1) UNIT**

- 3. An Employee assigned in-charge for more than one (1) unit shall be paid an additional ~~\$3.50~~ **\$4.50** per hour and Article 16.02(b)(i) shall not apply.

**LETTER OF UNDERSTANDING #4**

**RE: TRANSFERS OF PROGRAMS – Renew**

**LETTER OF UNDERSTANDING #5**

**RE: DEFERRED SALARY PLAN – Renew**

**LETTER OF UNDERSTANDING #6**

**RE: JOINT COMMITTEE**

6. The parties agree to discuss the following topic(s) at the Joint Committee during the term of the Collective Agreement:
- (a) ~~decreasing reliance on printed copies of the Collective Agreement; and~~
  - (a) **definition of a “unit;”**
  - (b) **interpretation of article 9.02(b)(c) with respect to assignment of “on call” relative to nights and approved vacations;**
  - (c) **interpretation of 9.04 with respect to missed meal breaks during a call back when an Employee leaves following the procedure but before the conclusion of a work period that would ordinarily give rise to a meal break;**
  - (d) **the progress of various joint projects being conducted by the Parties; and**
  - (e) other items as agreed.

**LETTER OF UNDERSTANDING #7**

**RE: RETENTION & RECRUITMENT INITIATIVES**

**I. TRANSITIONAL GRADUATE NURSE RECRUITMENT PROGRAM**

**The Parties agree that the Transitional Graduate Nurse Program shall be paused for the duration of the 2024 – 2028 Collective Agreement. Effective, April 1, 2025 Letter of Understanding #\_\_\_ Re: Graduate Nurse Transition Pilot Program shall replace the Transitional Graduate Nurse Recruitment Program.**

**~~II. EXTRAORDINARY TEMPORARY POSITIONS FOR INTERNATIONAL RECRUITMENT~~**

C. Seasonal Part-Time Employee



4. A Seasonal Part-time Employee may achieve such a position by **applying on a posted vacancy for a Seasonal Part Time position or by** either requesting that their current position be converted into a Seasonal Part-time position, or that a vacancy posted pursuant to Article 14: Promotions, Transfers & Vacancies be converted to a Seasonal Part-time position. Such request shall not be unreasonably denied by the Employer.

#### **LETTER OF UNDERSTANDING #8**

##### **RE: COMBINED POSITIONS**

2. Where the Employer has been unable to fill small (less than 0.42) FTE positions through the normal posting provisions or Article 14.4516, the Employer may post combined positions to work in specified sites. Such positions shall not be structured to work in more than three (3) specified sites and the sites must be within 100 kilometres of one (1) another. The posting shall indicate that the positions are combined. The Employer and the Union may mutually agree to the posting of combined positions in circumstances where the Employer has been unable to fill positions with an FTE greater than 0.42. The Union shall not unreasonably deny a proposal for a combined position created from FTEs greater than 0.42. **If the Employer and the affected Local(s) agree, the distance between the specified Sites may be amended to 150 kilometres.**
5. Schedules for Employees will be posted in accordance with Article 7: Hours of Work and Scheduling Provisions and Article 37: Extended Work Day in the specified sites ~~within the region~~. **The Employer and the Union may also agree to amend the scheduling provisions.** The schedules shall indicate the applicable site for all hours worked. Change of site for Shift will not activate the Shift change penalty.

#### **LETTER OF UNDERSTANDING #9**

##### **RE: MERGER OR DIVISION OF UNITS - Renew**

#### **LETTER OF UNDERSTANDING #10**

##### **RE: SCHEDULING - Renew**

#### **LETTER OF UNDERSTANDING #11**

##### **RE: LUMP SUM CONVERSION - Delete**

**LETTER OF UNDERSTANDING #12**

**RE: NO REDUCTION OF NURSING HOURS**

- (b) The benchmark against which future annual comparisons of total Employee hours worked shall be the total of Employee hours worked between **April 1, 2019 and March 31, 2020** (Benchmark Hours). A report of these hours will be broken into quarterly segments. Where possible, the report will provide information by zone, and by site or community services.

**LETTER OF UNDERSTANDING #13**

**RE: EMPLOYEES WITH MULTIPLE EMPLOYMENT RELATIONSHIPS  
(ALBERTA HEALTH SERVICES) – Delete**

**LETTER OF UNDERSTANDING #14**

**RE: SEVERANCE - Renew**

**LETTER OF UNDERSTANDING #15**

**RE: DUTY TO ACCOMMODATE – Renew**

**LETTER OF UNDERSTANDING #16**

**RE: GRANDFATHERING OF EMPLOYEES AT CERTAIN SITES FOR EMPLOYEES  
AT AHS SITES WITH 100% HEALTH AND/OR DENTAL REIMBURSEMENT  
COVERAGE - Renew**

**LETTER OF UNDERSTANDING #17**

**RE: NON-HBTA BENEFIT PLANS - Renew**

**LETTER OF UNDERSTANDING #18**

**RE: PREPAID BENEFITS**

Effective on the first day of the month following **90 days from the date of** ratification the HBTA Benefits Plan shall be amended as follows:

- (a) **Benefits coverage for massage therapy shall be reconfigured to be \$1000 per participant, each benefit year, with no per visit limit.**

- ~~• compression stockings with a pressure gradient of less than 20 mmHg will be reimbursed to a maximum of \$68.75/pair;~~
- ~~• compression stockings with a pressure gradient between 20-29.99 mmHg will be reimbursed to a maximum of \$218.75/pair; and~~
- ~~• compression stockings with a pressure gradient greater than 30 mmHg will be reimbursed to a maximum of \$250.00/pair.~~

**(b) Benefits coverage for Flash Glucose Monitors/Sensors shall be as follows:**

- 100% coinsurance;
- 1 Flash Glucose Monitor/participant/24-month period;
- 30 Flash Glucose Sensors/participant/12-month period; and
- The Flash Glucose Monitoring System used in the management of diabetes shall be eligible for participants who have a written order of a Health Care Professional.

**Note – There are no roll backs in benefits. The previous items listed in LOU#18 RE: Prepaid Benefits have been included in the Benefit Plan. Article 21: Employee Benefits - current agreement - Article 21.02(b) “The parties agree that there shall be no substantive change to any benefits provided by the plan, without agreement between the Employer and the Union, unless such changes are required by legislation.”**

**LETTER OF UNDERSTANDING #19**

**RE: PROFESSIONAL RESPONSIBILITY**

The parties will continue participation in a forum for good faith discussions during the term of the Collective Agreement about how to improve the effectiveness of the Professional Responsibility Committee and addressing concerns about safe staffing.

**To support the successful implementation of Letter of Understanding #NEW Re: Safe Staffing, and guide the work of the Safe Staffing Task Force the parties will meet to identify a standardized list of clinical and operational data that should form the basis of an evidence-based review of staffing. This list will be made available to PRC Committees.**

**LETTER OF UNDERSTANDING #20**

**RE: MAXIMUM LENGTH OF SHIFT CYCLES – Renew**

**LETTER OF UNDERSTANDING #21**

**RE: LIVING DONOR WAGE REPLACEMENT – Renew**

**LETTER OF UNDERSTANDING #22**

**RE: INFORMATION SHARING – Renew**

**LETTER OF UNDERSTANDING #23**

**RE: ALTERNATE EXTENDED WORK DAY SCHEDULE OPTION – Renew**

**LETTER OF UNDERSTANDING #24**

**RE: OVERTIME BANKS FOR THE FISCAL YEAR ENDING ON MARCH 31, 2022 –  
Delete**

**LETTER OF UNDERSTANDING #25**

**RE: TRIAL OF MODIFIED POSTING PROVISIONS – Delete**

**LETTER OF UNDERSTANDING #26**

**RE: ARBITRATION COORDINATION MEETINGS – Renew**

**LETTER OF UNDERSTANDING #27**

**RE: RURAL CAPACITY INVESTMENT FUND (“THE FUND”)**

1. The parties agree to implement a Rural Capacity Investment Fund. During the life of the Collective Agreement the Fund will be allocated **\$22.5 million/fiscal year.**
2. **The Primary goal of the Fund is to make a positive impact on the sustainability of rural operations by targeting initiatives, demonstration projects and pilots that will make a meaningful impact to the experience of Employees in rural locations.**
3. 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” in the North, Central, and South Zones of signatory Employers to this Collective Agreement. **The parties may mutually agree to target initiatives to “difficult to recruit to” rural sites that fall within the Edmonton and Calgary Zones.** “Difficult to recruit to” may be determined by indicators such as:
  - (a) high vacancy rates;
  - (b) vacancies that remain unfilled for longer than 90 days;
  - (c) high turnover; or
  - (d) mutual agreement of the parties.

4. All initiatives approved under the Fund will focus on producing a stable workforce and sustaining that stability over the longer term. Funded initiatives may:
  - (a) **invest in rural education;**
  - (b) target new Employees;
  - (c) focus on site/program-specific concerns; **or**
  - (d) address broader recruitment and retention challenges for the Employers.

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.

5. The parties agree that the recruitment and retention initiatives may vary, depending on the identified needs. Employer and Union representatives will work at the Local or Zone/Program level, as appropriate, to reach agreement on recommended initiatives; discussions at the Local level shall utilize the Workforce Enhancement Task Force as described in Letter of Understanding #7 of this Collective Agreement.
6. The parties will endeavor 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.**
7. The parties will review the Fund and the effectiveness of initiatives quarterly through the Joint Committee, and agree to share any necessary information to assist in evaluating the effectiveness of the Fund in addressing rural and remote capacity issues. **Funds used to add operational capacity will be assessed for return on investment in coordination with the operational leader(s) involved.**

### **Operation of the Fund**

8. A Rural Capacity Investment Fund Committee (“the Committee”) shall be established within 30 days of ratification.
9. The Committee shall be comprised of 5 Employer and 5 Union representatives and a neutral Facilitator appointed by the Committee. The parties may mutually agree to add additional representatives as necessary. At least one of the Employer representatives and at least one of the Union representatives shall be from Covenant Health.
10. 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.**
  - (a) **Annual allocation of the available funds as follows:**
    - (i) **recruitment and retention incentives and initiatives (including rural education); and**
    - (ii) **relocation assistance.**

- (b) Annual allocation of funds to participating Employers with operations in the North, Central and South Zones, based on identified criteria from the previous fiscal year or workforce forecasting. **The Committee may also agree to allocate funds for initiatives in “difficult to recruit to” rural sites that fall within the Edmonton and Calgary Zones.**
  - (c) Determining 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%.
  - (d) **Reviewing successful initiatives from the last iteration of the Fund, identifying opportunities for further improvement, scaling and spreading of the successful initiatives. This may include negotiating the goals and terms of such initiatives, supporting implementation, and continuing evaluation.**
  - (e) Reviewing, considering, and approving proposed agreed upon initiatives from participating Employers with operations in the North, Central and South Zones **and, mutually agreed “difficult to recruit to” rural sites that fall within the Edmonton and Calgary Zones.**
  - (f) Deciding between competing proposed initiatives or devising an appropriate solution when the parties have not been able to agree on a particular initiative.
  - (g) Assessing 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.
11. 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.**
12. The role of the Facilitator is to:
- (a) educate the committee on the consensus based decision making model;
  - (b) assist the committee in setting norms; and
  - (c) chair meetings and lead consensus-building sessions, and
  - (d) render binding decisions when the committee cannot reach consensus.
13. The Facilitator’s fees shall be paid from the Fund.
14. Administration of the Fund shall be in compliance with AHS Finance and Audit requirements.
- Development and Submission of Initiatives:**
15. Prior to the beginning of each fiscal year, Employer and Union representatives will work at the Local or Zone/Program level, as appropriate, to reach agreement on recommended initiatives.
16. All agreed to initiatives will be submitted to the Committee for consideration.

17. In circumstances where the parties cannot reach agreement regarding the initiative, the competing proposals shall be submitted to the Committee for consideration.
18. **In addition to the foregoing, the Committee may identify other potential retention and recruitment strategies and reach agreement to explore those further through demonstration projects and pilots. In such cases the Parties will negotiate the goals and terms associated with the particular initiative.**
19. This Letter of Understanding shall expire on March 30, ~~2024~~**2028**.

**LETTER OF UNDERSTANDING #28**

**RE: PROVINCIAL WORKLOAD ADVISORY COMMITTEE – Renew**

**LETTER OF UNDERSTANDING #29**

**RE: LUMP SUM PAYMENT – RECOGNITION FOR SERVICES RENDERED DURING  
THE COVID-19 RESPONSE – Delete**

**LETTER OF UNDERSTANDING #30**

**RE: IMPLEMENTATION OF ARTICLE 14.10(g) – Delete**

**LETTER OF UNDERSTANDING #NEW**

**RE: COLLECTIVE AGREEMENT BOOKLETS**

**The parties agree to make efforts to minimize reliance on Collective Agreement Booklets, and to encourage use of United Nurses of Alberta’s App. As such, for this Collective Agreement, an initial printing of 5,000 copies will be ordered. Should additional printing be required during the term of the Collective Agreement, the parties will meet within thirty (30) days of the request to discuss the number of additional copies to be printed. If there is no agreement, an additional 5,000 copies shall be printed.**

**LETTER OF UNDERSTANDING #NEW**

**RE: JOINT CLASSIFICATION PROJECT**

**The Parties agree to work together on a project to improve the processes involved in the classification of nursing positions. This will include review and improvement or replacement**

**of the existing classification tool, updating processes and expediting the timely resolution of classification disputes.**

**Therefore, the parties agree as follows:**

- 1. The parties shall form a Classification Project Committee within 90 days of the date of ratification.**
- 2. The Committee shall consist of six members: three Employer representatives and three Union representatives. The parties may mutually agree to add additional representatives or invite subject matter experts as necessary.**
- 3. The Committee shall use a consensus-based decision-making model.**
- 4. The parties may agree to engage the services of a subject matter expert in the area of classification. The subject matter expert's fees shall be jointly shared by the parties.**
- 5. Committee meetings shall be conducted on a monthly basis.**
- 6. The primary function of the Committee is to engage in good faith discussions to develop classification materials, tools and processes in order to enable constructive and purposeful discussions on classification matters going forward.**
- 7. Upon implementation of the new classification tool, the Committee will review all outstanding classification grievances to determine whether the classification in question should be further reviewed using the new tool and referred through the Classification Appeals Process described in Letter of Understanding #\_\_\_\_.**

#### **LETTER OF UNDERSTANDING #NEW**

#### **RE: CLASSIFICATION APPEAL PROCESS**

**Following the development and implementation of the new classification tool under Letter of Understanding #\_\_\_ Re: Joint Classification Project, Article 39.03(d) shall cease to apply. The following processes will replace the Dispute Resolution Process indicated in Article 39.03(d) of the Collective Agreement:**

#### **39.04 Classification Appeals Process**

- (a) Employees who wish to have a classification decision issued pursuant to Article 39.03 further reviewed, shall in consultation with their Union Representative submit a written request to the Employer (In Scope Job Evaluation) within thirty (30) days of the time the Employee received written notification of the classification decision.**
- (b) The written request shall:**



- (i) outline the reasons the Employee believes the classification decision is not appropriate.**
  - (ii) identify an appropriate existing classification within the agreement and specify how the current job duties fit within the proposed classification (rationale).**
  - (iii) include any additional information and/or supporting documentation that is necessary or relevant to evaluate the request.**
- (c) The Employer (In-Scope Job Evaluation) will conduct a further internal review based on the information provided, which may include discussions with the Employee, the Employee's Manager and/or Director, the Union and/or the Local. The Employer (In-Scope Job Evaluation) will provide a written response to the request for appeal to the Employee and the Union within ninety (90) days and provide detailed rationale for the decision specifically addressing the reasons for the review provided by the Employee.**
- (d) In the event the Union and Employee do not agree with the decision issued pursuant to (c) above, the Union may submit an appeal to the Executive Director, Negotiations & Labour Relations (or designate), within thirty (30) days following the date the decision was communicated in (c) above.**
- (e) The Executive Director, Negotiations & Labour Relations (or designate), shall meet with the Employer (In-Scope Job Evaluation) and the Union Representative within (60) days of the appeal being advanced. Both parties shall submit their respective positions in writing to the other Party and to the Executive Director, Negotiations & Labour Relations no later than ten (10) days, prior to the date of the meeting.**
- (f) The decision of the Executive Director, Negotiations & Labour Relations (or designate), will be communicated to the Union within ten (10) days of the internal appeal hearing.**
- (g) In the event the Union and Employee do not agree to the classification decision by the Executive Director, Negotiations & Labour Relations (or designate), the Union may submit an appeal of the decision to the Appeal Chair within thirty (30) days of the reply from the Executive Director Negotiations & Labour Relations (or designate).**
- (h) The Parties agree that a single external classification consultant (Appeal Chair), agreed to by the Parties, shall be appointed to hear the appeal. Decisions will be based on the Employer's classifications, classification system, current approved job description, and job methodology, in effect within the Employer.**
- (i) The appeal hearing will be scheduled for both Parties to present their rationales and supporting documentation to the classification consultant (Appeal Chair). This hearing shall be scheduled within sixty (60) days or within such period as may be mutually agreed between the Parties, from the date that the appeal was advanced to the external level.**

- (j) Both Parties shall submit their respective positions in writing to the other Party and to the Appeal Chair no later than ten (10) days prior to the date of the appeal hearing.**
- (k) The Appeal Chair will review the information provided in writing and presented at the appeal hearing to render a decision within ten (10) days and the decision will be final and binding on both Parties.**
- (l) The Appeal Chair shall be selected from a standing list of consultants agreed to by the Parties. Should the Parties fail to agree to an Appeal Chair, one shall be selected from the standing list of consultants using a randomized draw. The fees and expenses of the Appeal Chair shall be shared equally between the Parties.**
- (m) Salary treatment upon classification change shall be in accordance with Article 39.03 (e) or (f) as applicable under the circumstances.**
- (n) For the purposes of the Classification Appeals Process, 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 18: Named Holidays.**
- (o) Time limits may be extended by mutual agreement in writing between the Union and the Employer. All time limits in this Article are directory.**

#### **LETTER OF UNDERSTANDING #NEW**

##### **RE: SAFE STAFFING**

**The Parties are committed to providing safe staffing for all patients, residents and clients.**

**When a Local or a Professional Responsibility Committee requests a review of the baseline staffing of any work area, a working committee shall be struck by the Local and the Employer, consisting of:**

- Local representatives; and**
- the most immediate supervisor in an excluded position; and**
- the Senior Operating Officer of the Site or the Chief Zone Officer, or designate.**

**The working committee shall be meet within 30 days of the request. The Employer and Local agree to share and review the clinical and operational data as set out by the PRC Forum provided for under Letter of Understanding #19 and other information relevant to the issue(s) to allow for meaningful discussion.**

**Should the issue(s) not be resolved within 60 days of the initial meeting the matter will be referred to a Safe Staffing Task Force**

**The purpose of the Safe Staffing Task Force's involvement is to assist the Parties in reaching a resolution of the staffing issue(s).**

**The Safe Staffing Task Force shall consist of an equal number of individuals, to a maximum of 4, knowledgeable in health care delivery and current nursing practice, appointed by the Union and The Employer. Anything said, proposed, generated or prepared for the purpose of trying to achieve a settlement is to be considered privileged, and shall not be used for any other purpose. The Task Force may make formal recommendations to the Parties.**

**Should an issue remain unresolved following 30 days of referral to the Safe Staffing Task Force, either Parties representative(s) on the Committee may refer the issue to an Independent Assessment Committee (IAC) in accordance with Article 36.02 III.**

**The Parties may mutually agree to extend the time limits set out above.**

## **LETTER OF UNDERSTANDING #NEW**

### **RE: GRADUATE NURSE TRANSITION PILOT PROGRAM**

**Commencing April 1, 2025, the Parties agree to pilot an amended approach to support the transition of new nursing graduates entering into the workforce. The new pilot program is a maximum of 12 months in duration and pairs each participant with a clinical guide during an enhanced orientation phase and a mentor during the participant's transition to independent practice.**

**To facilitate this pilot, the Parties agree that the provisions of this Letter of Understanding shall replace Letter of Understanding #7 Re: Retention and Recruitment Initiatives Section I until March 30, 2028. Prior to April 1, 2025 the Employer will provide written framework and expectations of participants, clinical guides and mentors. The pilot program, shall be as described below.**

### **I. GRADUATE NURSE TRANSITION PILOT PROGRAM**

#### **1. Key Principles:**

- (a) Recruitment initiatives will have a positive impact on the work environment of current and prospective Employees and will improve the quality of patient/resident/client care;**
- (b) Recruitment of new nursing graduates and ensuring their successful transition is critical to the sustainability of health care services;**
- (c) AHS has committed to have sufficient numbers of regular and temporary positions greater than six (6) months available to be able to hire at least 70% of the Alberta nursing student graduates;**

- (d) **The Graduate Nurse Transition Pilot Program (GNTPP) is intended to ensure the successful recruitment, development, and long-term retention of new nursing graduates by supporting the development of confidence and competence to enable new nurses to work independently;**
- (e) **The GNTPP serves as an employment transition and learning opportunity for Graduate Nurses;**
- (f) **Clinical guidance and mentorship are important elements for success of the GNTPP and will be supported as part of the GNTPP; and**
- (g) **GNTPP participants learn and develop confidence and competence at varying rates depending upon the individual and the Unit/Program, and the GNTPP needs to be sufficiently flexible to accommodate these differences.**

**2. The Program:**

**Commencing April 1, 2025, the Employer shall create at least 1000 temporary 12-month positions in each year of the Collective Agreement.**

- (a) **A maximum of 25% of the above positions may be temporary Part-time positions of no less than 0.7 FTE.**
- (b) **These positions shall not be part of the baseline staff count. There shall be no requirement to backfill such an Employee. During the Enhanced Orientation Phase, such Employee shall not be utilized to back fill another absent Employee. There shall be no reduction in the number of nursing hours worked on any Unit as a result of the creation of these positions.**
- (c) **The parties agree that these positions are created for the purpose of providing employment and learning opportunities for Graduate Nurses.**
- (d) **The program shall consist of two key phases, Phase 1 is an Enhanced Orientation and Phase 2 is Independent Practice with Continued Support. Regardless of the duration of the orientation phase, the total duration of the program shall not exceed 12 months.**
- (e) **Phase 1 - Enhanced Orientation**
  - (i) **Employees hired into the Program shall participate in an intensive orientation lasting 3 to 6 months depending on the clinical area they are assigned to and their individual progress.**
  - (ii) **Where the enhanced orientation requires completion of additional post-secondary training during the Enhanced Orientation, the program participant will be paid at the Basic Rate of Pay for their attendance in the post-secondary training program for all hours in attendance not to exceed a 1.0 FTE. The parties recognize that the**

**participant will be required to adhere to the academic calendar of the applicable post-secondary institution. This will require temporary adjustment to the program participant's Shifts/Shift Cycle which shall not be considered a violation of the Collective Agreement.**

- (iii) During the enhanced orientation period, the program participant shall be assigned a clinical guide with whom they will be scheduled to work. The Employer shall endeavor to limit the assignment of clinical guides to not more than 2 per participant.**
- (iv) Clinical guides will work directly with the program participant on the same shifts, providing real-time clinical support, facilitating skill development, and assisting with patient care planning and decision-making. Clinical guides shall provide regular (at least daily) feedback to the program participant. Clinical guides shall also periodically review the learning plans. The clinical guide and participant share a patient/resident/client assignment.**
- (v) The manager and the program participant will have ongoing discussions regarding the participant's progress on a biweekly basis. The Manager and the clinical guide shall meet with the program participant at least monthly to review the participant's readiness to independently assume the full scope of RN or RPN practice. Once the program participant, manager, and clinical guide have determined that the program participant is ready to independently assume the full scope of RN or RPN practice, the participant will transition to the next phase of the program – Independent Practice with Continued Support.**
- (f) Phase 2 - Independent Practice with Continued Support**
  - (i) After successful completion of the enhanced orientation, participants shall transition to independent practice in the same unit, program, Site or office at the same FTE they were originally hired into. During this phase, new nurses gradually gain autonomy while maintaining access to clinical practice support. Program participants will practice independently in the same setting, reinforcing their skills, confidence, and decision-making abilities.**
  - (ii) During this period, program participants shall be assigned a mentor who will provide guidance and periodic support throughout the remainder of the program. The mentor provides broader professional development (not daily clinical support), offering feedback, and helping the new graduate navigate challenges. The program participant may work with the mentor on occasion however there is**

**no requirement for the mentor and the program participant to be scheduled to work alongside one another.**

**The Employer shall establish a roster on which Employees may indicate their interest in providing mentorship. If there is not an acceptable individual at the Site to provide the required mentorship, the Employer shall assign an individual on the mentorship roster from another Site.**

- (iii) Once the participant has transitioned to independent practice, the participant will be required to make application for available vacant positions of no less than 0.5 FTE in the same type of practice setting, ideally within the same unit, program, Site or office. It is agreed that these Employees shall not receive special consideration for vacant positions. Experience gained in the Graduate Nurse and Graduate Psychiatric Nurse positions shall not be used as the deciding factor in the selection of candidates for vacant positions in accordance with Article 14: Promotions, Transfers & Vacancies.**
- (iv) When the participant achieves a new position, they shall continue to work the FTE of their GNTPP position until their participation in the program is complete, unless the Employee appointed to a position with a higher FTE in which case the Employee will work the higher FTE of their new position. In the event that the Employee is appointed to a position with a lower FTE pursuant to paragraph 2(f)(iii) above, the GNTPP FTE shall be achieved through scheduling of additional Shifts on the Employee's unscheduled days. Such Shifts will form part of the Employee's FTE and shall therefore be paid at the Basic Rate of Pay. An Employee will be assigned additional Shifts in accordance with the scheduling provisions applicable to Flexible Part-time positions.**
- (v) After the program participant achieves a position, but while they are still in the Independent Practice Phase, a portion of their FTE shall continue to be excluded from the baseline count; this portion will be determined based on the difference between the FTE of their GNTPP position minus the FTE of their new position. For the portion excluded from the baseline there shall be no requirement to backfill such an Employee.**

**For example, a program participant who is hired into a 1.0 GNTPP position and achieves a 0.70 FTE position during this phase shall remain a 1.0 FTE for the remainder of the program; 0.70 of their FTE shall be part of the baseline staff count and 0.30 of their FTE shall remain excluded from the baseline staff count. There shall be no reduction in the number of nursing hours worked on any Unit as a result of the creation of these positions.**

3. **GNTPP participants who do not achieve a regular position within twelve (12) months of their initial appointment, will be transferred to casual status.**
4. **The competition for these positions shall be restricted to Graduate Nurses, Graduate Psychiatric Nurses, Registered Nurses and Registered Psychiatric Nurses who have graduated within the 12 months prior to commencement of the GNTPP and who have not yet obtained a regular position with AHS, Covenant Health, or Recovery Alberta.**
5. **Successful applicants for these positions will be covered by all of the provisions of the Collective Agreement except as amended in this Letter of Understanding.**
6. **Where Employers have hired graduates under this Letter of Understanding, a review of the progress and implementation of the GNTPP shall be provided to the Joint Committee.**
7. **The Employer shall provide available, relevant information to the Union and Local(s) in a timely manner and, in any event, no later than 14 days from the date of the initial request for information.**
8. **Notwithstanding the scheduled expiry of the program, the provisions of this Letter of Understanding shall continue to apply to Employees who have not completed their participation in the GNTPP by March 30, 2028.**
9. **This Letter of Understanding shall expire on March 30, 2028.**

#### **LETTER OF UNDERSTANDING #NEW**

##### **RE: CALCULATION OF THE “TOTAL COST OF THE ABSENCE” PURSUANT TO ARTICLE 5.07**

**The Parties acknowledge there is a difference of opinion regarding the calculation of “total cost of the absence” pursuant to Article 5.07 of the Collective Agreement.**

**The parties shall convene a meeting within 60 days of the Date of Ratification to discuss the pay and benefits items that are accounted for in determining the total cost of the absence and reach agreement regarding the percentage of Union Leave that will be billed to the Union to cover the total cost of the absence.**

**In the event the parties fail to reach agreement regarding the calculation of the total cost of the absence, the parties shall utilize a mediation/arbitration process using one of the individuals named in Article 32.11. The mediator shall be mutually agreed to by the parties.**

**LETTER OF UNDERSTANDING #NEW**

**RE: LOCUM PROGRAM EXPANSION**

- 1. AHS and UNA agree that it is preferable to utilize AHS Employees to provide staffing for rural facilities and programs experiencing challenges in terms of recruitment and retention of Employees and the RN/RPN Locum Program may assist in maintaining health care services in a community. The Parties therefore agree to expand the Locum Program to the Central and South Zones.**
- 2. AHS and UNA will meet within 60 days of the date of ratification to commence negotiating in good faith, a new Local Condition for the expanded Locum Program.**
- 3. The Local Condition for the Locum Program, once ratified, shall apply to the entire expanded Locum Program inclusive of the North, Central, and South Zones.**
- 4. In the event the Parties are unable to reach agreement on the terms of the new Local Condition for the Locum Program within 60 days of commencing negotiations, the parties shall utilize a mediation/arbitration process using one of the individuals named in Article 32.11**
- 5. Following the ratification of the new Local Condition, the parties shall establish a committee to discuss the logistics associated with the implementation of the expanded Locum Program. This Committee shall:**
  - a. consist of the current AHS and UNA members of the North Zone Locum Committee, additional representatives from the Central and South Zones, and such subject matter experts as deemed necessary by either party to support the expansion of the Locum Program;**
  - b. determine the required frequency for committee meetings; and**
  - c. provide regular updates to the Multi-Employer and UNA Joint Committee.**
- 6. This Letter of Understanding shall expire March 31, 2028, or earlier if the Parties mutually agree the committee has fulfilled its intended purpose.**



**LETTER OF UNDERSTANDING #NEW**

**RE: POST-RATIFICATION AMENDMENTS**

- 1. The Parties acknowledge the potential for changes in organizational structures as a result of the initiative to refocus healthcare.**
- 2. The following Letters of Understanding include references to “zone” or “zones”:**
  - (a) Letter of Understanding #12 Re: No Reduction in Nursing Hours;**
  - (b) Letter of Understanding #27 Re: Rural Capacity Investment Fund;**
  - (c) Letter of Understanding #NEW Re: Locum Expansion; and**
  - (d) Letter of Understanding #NEW Re: Stabilization Measures.**
- 3. The Parties agree to meet for the purposes of amending the references to “zone” or “zones” in the aforementioned Letters of Understanding to reflect changes in organizational structures, where required.**

**LETTER OF UNDERSTANDING #NEW**

**RE: STABILIZATION MEASURES**

**PART A:**

**The Parties agree that the timely recruitment of net new Employees is a shared priority. The Parties therefore agree to conduct a pilot project aimed at ensuring the efficient and timely recruitment of external candidates.**

- 1. The Parties agree to have regular discussions regarding the progress and success of this initiative (including the numbers) in increasing recruitment of net new Employees.**
- 2. The Employer shall continue to post vacancies in accordance with Article 14: Promotions, Transfers and Vacancies. However, the Employer may also recruit external candidates, through other means.**
- 3. When offering employment to an external candidate, the Employer will ensure:**
  - (a) the external candidate is appointed to a vacancy that has gone unfilled following the processes described in Article 14: Promotions, Transfers and Vacancies; or**
  - (b) the Employer and the Local have reached mutual agreement on the appointment of an external candidate on the basis that there is a vacancy, or a forecasted vacancy, requiring a particular combination of skills and expertise possessed by**

**the specific external candidate, but not generally/widely available within the applicable applicant pool; or**

**(c) failing the above, the external candidate may be appointed on a supernumerary basis.**

**4. Successful external candidates will be issued an offer of employment by the Employer:**

**(a) Initial offer letters issued shall include the following:**

- i. category (Regular, Temporary, or Casual);**
- ii. classification;**
- iii. full time equivalency (FTE); and**
- iv. zone (as defined by Alberta Health Services).**

**(b) Upon finalization of employment details and prior to a candidate's relocation to Alberta (if applicable), the Employer shall issue a revised offer letter that complies with the provisions of Article 14.10. In finalizing the offer of employment, the Employer and the candidate may mutually agree to amend the zone.**

**(c) Prior to the external candidate's start date, the Employer will issue a letter of hire that complies with Article 14.10 of the Collective Agreement.**

**5. The Parties agree that for the purposes of this Letter of Understanding, "appointed on a supernumerary basis" means the Employee's position is not budgeted within the complement of Full-time or Part-time positions. There is therefore no requirement for the Employer to backfill a supernumerary Employee who is absent and there is nothing to prevent the Employer from backfilling an absent Employee with a supernumerary Employee. There shall be no reduction in the number of nursing hours worked within a unit, program, Site, or office as a result of the creation of supernumerary employment under this Letter of Understanding.**

**6. For the purposes of this Letter of Understanding supernumerary employment may take a variety of forms including, but not limited to, float assignments, providing backfill for Employees on vacation, time off in lieu, and leaves of absence.**

**7. The Parties agree that the supernumerary employment will end as soon as reasonably possible. The supernumerary Employee shall be required to make application for available vacant positions of no less than 0.5 FTE within the zone identified in section 4(a)(iv) above that is suitable to the Employee's skill set. The Parties agree however, that the priority is to transition the supernumerary Employee to a vacancy within their original unit, program, Site, or office as identified in their letter of hire.**

- 8. In the event an Employee remains supernumerary for more than 6 months from their start date, the Parties will meet to determine how to transfer the Employee to a suitable position.**
- 9. Where the transfer of a Supernumerary Employee pursuant to paragraph #7 or #8 results in moving the Employee to a different unit, program, Site, or office this shall not be considered a position elimination. AHS shall undertake all work necessary to amend the work permits of transferring Employees as required to reflect the change in Site.**
- 10. When transferring a supernumerary Employee pursuant to paragraph #7 or #8 above the Employer shall guarantee the Employee's original employment category, classification, and FTE. In the event that the Employee is appointed to a position with a lower FTE, the Employer shall meet the requirement to guarantee the original FTE through scheduling of additional Shifts on the Employees unscheduled days. Such Shifts will form part of the Employee's FTE and shall therefore be paid at the Basic Rate of Pay. An Employee will be assigned additional Shifts in accordance with the scheduling provisions applicable to Flexible Part-time positions**

**Part B:**

- 1. At the time of hire, all new Employees hired into Regular positions shall not be eligible to exercise their rights under 14.01(c) for a period of 12 months of the initial start date of their Regular position. This does not apply in extenuating circumstances or to Employees applying on vacancies within the same unit, program, or office provided the vacancy is in a higher-rated classification, higher FTE, or Employees applying on vacancies pursuant to paragraph #7 of this Letter of Understanding.**

**Part C**

- 1. This Letter of Understanding shall expire on March 30, 2028 unless otherwise agreed.**
- 2. Notwithstanding the scheduled expiry:**
  - (a) paragraph #10 of Part A shall continue to apply to any Employee while they remain in the position to which they were appointed in accordance with paragraphs #7 or #8 as applicable unless otherwise agreed between the Employee and the Employer; and**
  - (b) Part A of this Letter of Understanding shall continue to apply to Employees who are considered supernumerary as of March 30, 2028.**

**Letter of Understanding**

**between**

**Alberta Health Services (AHS), Recovery Alberta (RA) & Primary Care Alberta (PCA)**

**and**

**The United Nurses of Alberta (UNA)**

**RE: HEALTH CARE RE-FOCUSING**

**The parties agree that the Letter of Understanding “RE: Transition of Employees Pursuant to the Health Statutes Amendment Act, 2024” shall be replaced with the following Letter of Understanding:**

The parties acknowledge the Health Statutes Amendment Act, 2024 enables the creation of provincial health agencies and permits the issuing of transfer orders; **and that the Government of Alberta is proceeding with Health Care Re-focusing**, the impact of which is to transfer Employees or classes of Employees from AHS to a provincial health agency **or a provincial health corporation**. Approximately ~~33,000~~ **30,000** members of the Direct Nursing Care or Nursing Instruction bargaining unit as described in certificate #C-73-2013 are currently employed by AHS and may be impacted as a result of a transfer order. The parties have a shared interest in ensuring seamless continuation of service delivery for patients and clients while supporting impacted Employees through the transition.

The parties therefore agree as outlined in Part A and Part B in this Letter of Understanding.

**Part A: Transition Terms**

1. For purposes of this agreement the following definitions shall apply:

- (a) **“Directly affected Employee”** means AHS Employees holding positions identified for transfer to a provincial health agency **or a provincial health corporation** as a result of a transfer order.
- (b) **“Indirectly affected Employee”** means an AHS Employee who is displaced by a directly affected Employee or as the result of the displacement of a directly affected Employee.
- (c) **“Transferring Employee”** means an AHS Employee who elects to transfer to a provincial health agency **or a provincial health corporation** either as a result of a transfer order or as a result of exercising their rights under Part A, paragraph #19.
- (d) **“Payroll transfer date”** means the date on which transferring Employees are migrated from the AHS payroll group to the provincial health agency payroll group **or the provincial health corporation payroll group**.

2. AHS and UNA shall reach mutual agreement on a communication addressed to current bargaining unit members to outline potential impacts and options associated with the order establishing, the transfer order, and this agreement. This does not prohibit each party from issuing their own communications.
3. Effective as of the date that a transfer order is issued, AHS will issue a report to UNA to confirm the names of all directly affected Employees.
4. Following the date that a transfer order is issued, AHS shall issue a notice in person or via e-mail to all directly affected Employees to advise that their position has been identified for transfer to the provincial health agency **or the provincial health corporation**. Directly affected Regular Employees may accept the transfer to the provincial health agency **or provincial health corporation** or decline the transfer. AHS and UNA shall reach mutual agreement regarding the deadline for Employees to respond to the notice. The Union shall be copied on notice letters to Employees.
5.
  - (a) If a directly affected Employee is on a leave of absence, Workers' Compensation, absent due to illness or injury including STD and LTD at the time that the transfer order is issued, the Employee shall not be served with notice pursuant to Part A, paragraph #4 until after the Employee has advised AHS of their readiness to return to work.
  - (b) Where the Employee accepts the transfer to a provincial health agency **or a provincial health corporation** after having been on STD or LTD, the transfer shall not be processed until after the Employee has returned and is actively at work with AHS.
  - (c) Where the Employee accepts the transfer to a provincial health agency **or a provincial health corporation** after having been on WCB, the transfer shall not be processed until after the Employee has made a full return to work with AHS.
  - (d) The parties agree that each circumstance involving a directly affected Employee returning from STD, LTD, or WCB will need to be reviewed on a case-by-case basis. The approach taken may vary based on the specific circumstances at hand.
6. Directly affected Employees who elect to transfer or who do not respond by the specified date shall be deemed to have transferred to the provincial health agency **or provincial health corporation**, except in extenuating circumstances.
7.
  - (a) Transferring Employees shall not be required to serve a new probationary or trial period as a result of the transfer to the provincial health agency **or provincial health corporation**.
  - (b) Transferring Employees who are in the process of completing an initial probationary period or a trial period at the time of transfer shall complete the probationary or trial period as applicable.
  - (c) A transferring Employee who is being reinstated or placed pursuant to Article 14.07(c) of the Collective Agreement shall be reinstated or placed:

- (i) within AHS in circumstances where the Employee's former position was not affected by the transfer order; or
  - (ii) within the provincial health **or provincial health corporation** in circumstances where the Employee's former position was affected by the transfer order.
- 8. Directly affected Employees who wish to decline the transfer must do so in writing by the date specified in the notice issued pursuant to Part A, paragraph #4, except in extenuating circumstances. Employees are required to send their response to the designated AHS and UNA email addresses.
- 9. Directly affected Regular Employees who opt not to transfer to the provincial health agency **or provincial health corporation**, shall be served with notice of position elimination and shall have all rights as specified in Article 15: Layoff and Recall except that the Employee may not receive 28 days' notice. The parties agree that the Employee shall continue to work in the position being transferred until completing the processes under Article 15.04. Any directly affected Employee who opts not to transfer to a specific provincial health agency **or a provincial health corporation** shall not be permitted to displace Employees within that provincial health agency **or a provincial health corporation**.
- 10. Directly affected Employees who opt not to transfer to the provincial health agency **or provincial health corporation** may be required to temporarily transfer for a period of up to six months. This will have the effect of postponing the notice of position elimination as described in Part A, paragraph #9. This requirement shall be limited to circumstances where the number of impacted Employees exercising their rights under Part A, paragraph #9 jeopardizes the viability of the program. In applying this provision, the Employer shall begin with the least senior of the Employees of the affected unit, program, or service who are exercising their rights under Part A, paragraph #9.
- 11. Directly affected Regular Employees working in temporary positions who opt not to transfer to the provincial health agency **or provincial health corporation** may be required to continue in the temporary position if the viability of the program is jeopardized. This will have the effect of postponing the notice of position elimination as described in Part A, paragraph #9.
- 12. A transferring Regular Employee working in a temporary position that is also affected by a transfer order shall be reinstated or placed within the provincial health agency **or provincial health corporation** in accordance with Article 14.07 at the conclusion of the temporary position.
- 13. A Regular AHS Employee working in a temporary position that is affected by a transfer order shall continue working in the temporary position as if temporarily transferred to the provincial health agency **or provincial health corporation**. The Employee shall maintain their status as a Regular AHS Employee. The temporary transfer to the provincial health agency **or provincial health corporation** shall last until:
  - (a) The provincial health agency **or provincial health corporation** decides that the incumbent Employee is no longer required to continue in the temporary position; or

- (b) until the completion of the term of the temporary position expressed Article 14.02(a).

At the conclusion of the temporary transfer, the Regular AHS Employee shall be reinstated or placed in accordance with Article 14.07. Such Employees are prohibited from applying on further temporary opportunities within the provincial health agency or **or provincial health corporation**.

- 14. A Regular provincial health agency **or provincial health corporation** Employee working in a temporary position that is not affected by a transfer order shall continue working in the temporary position as if temporarily transferred to AHS. The Employee shall maintain their status as a Regular Employee of the provincial health agency **or provincial health corporation**. The temporary transfer to AHS shall last until:

- (a) AHS decides that the incumbent Employee is no longer required to continue in the temporary position; or

- (b) until the completion of the term of the temporary position expressed in Article 14.02(a).

At the conclusion of the temporary transfer, the Regular provincial health agency **or provincial health corporation** Employee shall then transfer to the provincial health agency **or provincial health corporation** and be reinstated or placed in accordance with Article 14.07. Such Employees are prohibited from applying on further temporary opportunities within AHS.

- 15. Directly affected Temporary Employees, as defined under Article 2.04(c), and Casual Employees working in temporary positions that are affected by a transfer order shall transfer to the provincial health agency **or provincial health corporation** to continue working in the temporary position until:

- (a) The provincial health agency **or provincial health corporation** decides that the incumbent Employee is no longer required to continue in the temporary position; or

- (b) until the completion of the term of the temporary position expressed in Article 14.02(a).

At the conclusion of the temporary position a Casual Employee shall resume the normal terms and conditions of employment as a Casual Employee within the provincial health agency **or provincial health corporation** and/or AHS as applicable.

- 16. Individuals who are considered former Employees under the provisions of Article 14.11 shall have all rights associated with this transition agreement deferred until such time as they are scheduled for reinstatement to their former position, provided that the reinstatement occurs within the 18-month time period specified under 14.11.

- 17. Casual Employees who work in areas not affected by a transfer order and also in areas affected by a transfer order shall be permitted to maintain existing concurrent Casual employment with AHS and the provincial health agency **or provincial health corporation** following the payroll transfer date.

Such Employees will be included on the report specified under Part A, paragraph #3 where their primary Casual record is associated with a unit/program or service transferring to the provincial health agency **or provincial health corporation** but will not be included where their primary Casual record is associated with a unit/program/service that is not transferring to the provincial health agency **or provincial health corporation**. Any Employee wanting to maintain Casual status with both Employers after the payroll transfer date will be required to establish a Casual employment record with the other Employer through one of the units/programs/offices where they currently work additional Shifts. The additional Casual Record shall not be activated until the payroll transfer date. A request to create an additional Casual Record shall not be unreasonably denied. Such Employee shall not be required to serve a new probationary period.

18. Part Time AHS Employees who work additional Shifts Employees in an area affected by a transfer order (or vice versa) and wish to continue this relationship shall be required to establish Casual employment with the provincial health agency **or provincial health corporation** prior to the payroll transfer date. The new Casual Record shall not be activated until the payroll transfer date. A request to create an additional Casual Record shall not be unreasonably denied. Such Employee shall not be required to serve a new probationary period.

19. Indirectly affected Employees shall have, in addition to the rights specified in Article 15: Layoff and Recall, the option to select a vacancy at the provincial health agency **or provincial health corporation** provided the Employee has the ability to perform the work.

20. (a) Employees transferred to a provincial health agency **or a provincial health corporation** (including those temporarily transferred under Part A, paragraphs #10, #11, and #13) shall maintain their positions as of the day before the effective date of the transfer order. Within 90 days of the effective date of the transfer order, each transferring Employee shall be issued a letter confirming the following:

- (i) category (Regular, Temporary or Casual);
- (ii) classification;
- (iii) applicable annual hours of work;
- (iv) FTE
- (v) number of hours per Shift and Shifts per Shift cycle;
- (vi) unit or units (if applicable) and program;
- (vii) site or sites at which the Employee works “at” or “at or out of”;
- (viii) seniority date;
- (ix) hire date;
- (x) increment level;
- (xi) vacation entitlement.

(b) Each Regular Employee shall have thirty (30) consecutive calendar days from the date of notification of the information in Part A, paragraph #20(a) above, to advise the Employer, in writing, if the Employee believes the information in the letter is incorrect.

(c) If the Employer and Employee agree on the correction, the information and Employee letter



will be corrected accordingly. Failing such agreement, Article 32: Dispute Resolution Process shall apply.

21. Each transferring Employee shall transfer hours worked towards their next increment, unused personal leave days and all credits accrued up to the date of the payroll transfer in the following banks: vacation, overtime, named holidays inclusive of the floater holiday (if applicable), and sick leave.
22. Provincial health agencies shall honour a transferring Employee's pre-approved:
  - (a) vacation time;
  - (b) personal leave;
  - (c) professional development;
  - (d) time off in lieu of overtime;
  - (e) time off in lieu of a named holiday; and
  - (f) Shift exchanges.
23. AHS shall undertake all work necessary to amend the work permits of transferring Employees as required to reflect the change in Employer to the applicable provincial health agency **or a provincial health corporation.**
24. Vacancies posted prior to the effective date of the order to establish a provincial health agency **or provincial health corporation** that are still being recruited to shall be offered to reflect the provincial health agency **or provincial health corporation** as the Employer. Employees who accept an offer of employment issued after the effective date of the order to establish the provincial health agency **or provincial health corporation** shall not have any displacement rights arising as the result of the transfer order.
25. All Local Conditions applicable to identified sites or programs shall continue to apply following the transfer of Employees to the provincial health agency **or provincial health corporation.**
26. AHS and the provincial health agency **or provincial health corporation** shall be treated as a single Employer and the Direct Nursing and Nursing Instruction bargaining units shall be treated as a single bargaining unit for purposes of applying and administering the Collective Agreement until the payroll transfer date. Thereafter, AHS and the provincial health agency **or provincial health corporation** shall be treated as separate Employers and the Direct Nursing and Nursing Instruction bargaining units as separate bargaining units for purposes of applying and administering the Collective Agreement except as specifically amended in Part B: Post Payroll Transition.

## **Part B: Post Payroll Transition**

These provisions come into effect following the payroll transfer date to the applicable provincial agency **or provincial health corporation** pay group.

### **1. Application**

This agreement shall apply amongst AHS and provincial health agencies to which AHS Employees are transferred pursuant to an order issued in accordance with the Health Statutes Amendment Act, 2024. AHS and UNA agree to update the list of applicable provincial health agencies as orders are issued.

### **2. Promotions, Transfers and Vacancies**

- (a) If a vacancy remains at AHS after the provisions of Article 14: Promotions, Transfers & Vacancies have been implemented, Employees of a provincial health agency **or provincial health corporation** have the right to apply for the vacancy (and vice versa). The vacancy shall be filled whenever possible from Employees covered by this Letter of Understanding. In making promotions and transfers, the determining factors shall be skill, knowledge, efficiency, experience and other relevant attributes, and where these factors are considered by the Employer to be relatively equal, seniority shall be the deciding factor.
- (b) Should an AHS or provincial health agency **or provincial health corporation** Employee be the successful candidate, the Employee may transfer accrued seniority, pension entitlements, vacation entitlements and unused vacation up to 1 (one) year's entitlement and sick leave up to the maximum level of entitlements in effect at the receiving bargaining unit. Employees are required to voluntarily terminate their employment with their initial (original) Employer as a condition of transferring the entitlements to their new Employer.

### **3. Layoff and Recall**

- (a) In addition to the options provided for under Article 15.04 (a), an Employee with more than 24 months of seniority whose position is eliminated by AHS or who is displaced in accordance with Article 15.04 shall have the option to take a position at any provincial health agency **or provincial health corporation** which is vacant and for which the Employee has the ability to perform the work. An Employee of a provincial health agency **or provincial health corporation** in the same circumstance shall have the option to take a position at AHS or any other provincial health agency **or provincial health corporation** which is vacant and for which the Employee has the ability to perform the work.
- (b) An Employee covered by this Letter of Understanding and on layoff shall have the right to be recalled to AHS or any provincial health agency **or provincial health corporation**, provided that:
  - (i) the Employee has the ability to perform the work;

(ii) there are no Employees on layoff with recall rights at the receiving Employer; and

(iii) the receiving Employer has been unable to fill the position through any recall provisions which exist.

The Local(s) and the Employer(s) will discuss the implementation of this provision in the event of a layoff or position elimination and an Employee advises that they wish to exercise this right.

#### 4. Emergency Reassignments

- (a) Employees covered by this Letter of Understanding may be assigned to work at the direct nursing bargaining unit of an Employer that is party to this Letter of Understanding, for the purpose of providing assistance in emergency situations.

An emergency is an unforeseen combination of circumstances or the resulting state that calls for immediate action.

A situation is not an emergency if it results from a reasonably foreseeable combination of circumstances or if reasonable remedial steps could not have been or can still be taken to deal with the circumstances.

Employees from any site may be assigned to work at any site to provide assistance in emergency circumstances.

Before invoking this provision, the Employer will assess its ability to meet the emergency by compelling Employees at that site to work overtime. The ability or necessity to compel overtime neither proves nor disproves emergency circumstances. The parties recognize that the decision should be made in the best interests of patient care, that the relative costs are not a factor in themselves and that there are times when requiring mandatory overtime may itself create stresses on Employees and safety concerns that outweigh the stresses and concerns caused by relocation.

The Employer will notify the Union forthwith at any time this provision is invoked and disclose the circumstances that resulted in the emergency.

The Employer shall reimburse Employees for all reasonable, necessary and substantiated additional accommodation and transportation costs for traveling between sites including parking if not otherwise provided.

- (b) During the period of the assignment to a different bargaining unit, the Employee shall continue to be a member of the Employee's home bargaining unit and covered by that Collective Agreement.

- (c) The Employer shall reimburse the Employee for all reasonable necessary and substantiated additional transportation and costs incurred in travelling between sites in the course of a Shift, including parking for the Shift where not otherwise provided, as per the Collective Agreement or Employer Travel Reimbursement Policy.
- (d) The Employer shall notify the Union forthwith whenever this provision is invoked. The Employer(s) agrees to disclose relevant information.
- (e) There shall be no layoffs as a result of an Employee working in more than one (1) bargaining unit.
- (f) Any Employee working within another bargaining unit in this Agreement shall receive a reasonable period of orientation to the other site.
- (g) AHS and UNA acknowledge that Article 44.05(e) regarding Emergency Circumstances, is under negotiation at present. The parties agree to update Part B, paragraph #4(a) of this Letter of Understanding to reflect agreed upon amendments to Article 44.05.

5. Sharing of Expertise, Education, or Maintenance of Skills:

(a) Skill Maintenance:

Employees from any bargaining unit may be assigned to work within any bargaining unit for the purpose of skill maintenance.

The Employer(s) shall endeavor to offer staff in similar circumstances similar opportunities to attend other bargaining units for skill maintenance. Any single assignment shall not exceed three (3) months. The term of assignments can be renewed and extended with Union agreement.

Employees shall only be required to be assigned to another bargaining unit for skill maintenance if the skill maintenance cannot be provided at the Employee's home bargaining unit.

The parties agree that this clause will not be used for the purposes of regularly scheduling Employees across bargaining units on an ongoing basis or solely for operational convenience.

(b) Education

The Employer(s) may assign Employees to work at another Employer where the Employees are not represented by their bargaining unit for the purposes of providing and receiving education, inclusive of related practical experience with and without direct supervision.

Any single assignment shall not exceed three (3) months. The term of assignments can be renewed and extended with Union agreement.

(c) Meetings

Employees are permitted to attend meetings at another Employer where the Employees are not represented by their bargaining unit.

(d) Orientation

New Employees may be assigned to attend orientation at another Employer where the Employees are not represented by their bargaining unit to support centralized or standardized delivery or space issues. This shall not replace site or program specific orientation.

6. The parties recognize that the co-mingling of Employees, policies, equipment, patients, residents, and clients will be a major concern for both Employers, Employees, patients, residents, clients and families. The parties recognize that this may vary from Employer to Employer and Site to Site and will evolve over time. The parties recognize that the final decision on these matters rest with the Employer(s), subject to any provision in the Collective Agreement. To ensure complete transparency and in the interests of patient care, this matter will be a standing item on every affected Joint Occupational Health and Safety Committee and every affected Professional Responsibility Committee Meeting.
7. In the event that there are situations that arise that are not contemplated by this Letter of Understanding, the parties shall meet for the purposes of discussing the issue and reaching agreement on how to proceed. This Letter of Understanding shall be updated as required.
8. Expiry

This Letter of Understanding shall expire March 30, 2028.

**LETTER OF UNDERSTANDING #NEW**

**RE: SALARY SCALE RESTRUCTURING**

**To address structural inequities in the salary scales the Employer shall implement the changes specified below.**

- 1. Effective April 1, 2024, the Employer shall amend the salary scales for each classification to ensure a difference of 4.00% between each step. The percentage difference between each step for every classification shall be maintained at 4.00% thereafter.**
- 2. Effective as of the Date of Ratification a 10<sup>th</sup> step will be added to all classifications and all Employees will advance by one pay step on the salary scale. Employees will retain their anniversary date, and all accrued increment hours towards their next pay step. This means that any hours worked prior to the date of ratification will count towards the next advancement on the applicable salary scale.**
- 3. Immediately following the step advancement of Employees as described in paragraph 2, the first step of the salary scale shall be deleted and the remaining steps shall be renumbered.**
- 4. The above shall not apply to the Undergraduate Nurse classification.**

**5. This Letter of Understanding shall expire as of March 31, 2028.**

## **LOCAL CONDITIONS**

**Parties agree to consequential changes only except as otherwise agreed.**

**Note - Appendix A & Appendix B make up the Tentative Agreement however will not be included in the Collective Agreement.**

**See Appendix A: Written Undertaking from Honorable Matt Jones, Minister –  
Memorandum Subject: Presumptive coverage for Registered Nurses and Registered  
Psychiatric Nurses.**

**See Appendix B: Letter of Commitment from the Government of Alberta to United Nurses  
of Alberta RE: Health Care Re-Focusing. “The Government agrees that any transfers  
resulting from the health care refocusing will be to a provincial health agency or a  
provincial health corporation.”**

Amendments to the Collective Agreement  
March 28, 2025

Salary Appendix

Registered Nurse										
Registered Psychiatric Nurse										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$ 39.21	\$ 40.72	\$ 42.23	\$ 43.74	\$ 45.27	\$ 46.76	\$ 48.27	\$ 49.69	\$ 51.46	
2% LSPA Rate	\$ 39.99	\$ 41.53	\$ 43.07	\$ 44.61	\$ 46.18	\$ 47.70	\$ 49.24	\$ 50.68	\$ 52.49	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$ 39.21	\$ 40.78	\$ 42.41	\$ 44.11	\$ 45.87	\$ 47.70	\$ 49.61	\$ 51.60	\$ 53.66	
April 1, 2024 - 3.00%	\$ 40.39	\$ 42.00	\$ 43.68	\$ 45.43	\$ 47.25	\$ 49.14	\$ 51.10	\$ 53.15	\$ 55.27	
With BSN \$1.25 (for information only)	\$ 41.64	\$ 43.25	\$ 44.93	\$ 46.68	\$ 48.50	\$ 50.39	\$ 52.35	\$ 54.40	\$ 56.52	
2% LSPA Rate	\$ 41.19	\$ 42.84	\$ 44.56	\$ 46.34	\$ 48.19	\$ 50.12	\$ 52.12	\$ 54.21	\$ 56.38	
With BSN \$1.25 (for information only)	\$ 42.44	\$ 44.09	\$ 45.81	\$ 47.59	\$ 49.44	\$ 51.37	\$ 53.37	\$ 55.46	\$ 57.63	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$ 41.60	\$ 43.26	\$ 44.99	\$ 46.79	\$ 48.66	\$ 50.61	\$ 52.63	\$ 54.74	\$ 56.93	
With BSN \$1.25 (for information only)	\$ 42.85	\$ 44.51	\$ 46.24	\$ 48.04	\$ 49.91	\$ 51.86	\$ 53.88	\$ 55.99	\$ 58.18	
2% LSPA Rate	\$ 42.43	\$ 44.13	\$ 45.89	\$ 47.73	\$ 49.64	\$ 51.62	\$ 53.69	\$ 55.83	\$ 58.07	
With BSN \$1.25 (for information only)	\$ 43.68	\$ 45.38	\$ 47.14	\$ 48.98	\$ 50.89	\$ 52.87	\$ 54.94	\$ 57.08	\$ 59.32	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$ 43.26	\$ 44.99	\$ 46.79	\$ 48.66	\$ 50.61	\$ 52.63	\$ 54.74	\$ 56.93	\$ 59.21
With BSN \$1.25 (for information only)		\$ 44.51	\$ 46.24	\$ 48.04	\$ 49.91	\$ 51.86	\$ 53.88	\$ 55.99	\$ 58.18	\$ 60.46
2% LSPA Rate		\$ 44.13	\$ 45.89	\$ 47.73	\$ 49.64	\$ 51.62	\$ 53.69	\$ 55.83	\$ 58.07	\$ 60.39
With BSN \$1.25 (for information only)		\$ 45.38	\$ 47.14	\$ 48.98	\$ 50.89	\$ 52.87	\$ 54.94	\$ 57.08	\$ 59.32	\$ 61.64
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$ 44.56	\$ 46.34	\$ 48.20	\$ 50.12	\$ 52.13	\$ 54.21	\$ 56.38	\$ 58.64	\$ 60.98
With BSN \$1.25 (for information only)		\$ 45.81	\$ 47.59	\$ 49.45	\$ 51.37	\$ 53.38	\$ 55.46	\$ 57.63	\$ 59.89	\$ 62.23
2% LSPA Rate		\$ 45.45	\$ 47.27	\$ 49.16	\$ 51.13	\$ 53.17	\$ 55.30	\$ 57.51	\$ 59.81	\$ 62.20
With BSN \$1.25 (for information only)		\$ 46.70	\$ 48.52	\$ 50.41	\$ 52.38	\$ 54.42	\$ 56.55	\$ 58.76	\$ 61.06	\$ 63.45
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$ 45.90	\$ 47.73	\$ 49.64	\$ 51.63	\$ 53.69	\$ 55.84	\$ 58.07	\$ 60.40	\$ 62.81
With BSN \$1.25 (for information only)		\$ 47.15	\$ 48.98	\$ 50.89	\$ 52.88	\$ 54.94	\$ 57.09	\$ 59.32	\$ 61.65	\$ 64.06
2% LSPA Rate		\$ 46.81	\$ 48.69	\$ 50.63	\$ 52.66	\$ 54.77	\$ 56.96	\$ 59.24	\$ 61.60	\$ 64.07
With BSN \$1.25 (for information only)		\$ 48.06	\$ 49.94	\$ 51.88	\$ 53.91	\$ 56.02	\$ 58.21	\$ 60.49	\$ 62.85	\$ 65.32

Amendments to the Collective Agreement  
March 28, 2025

Certified Graduate Nurse / Graduate Nurse - Temporary Permit Holder										
Graduate Psychiatric Nurse										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$ 35.87	\$ 36.99	\$ 37.76	\$ 38.45	\$ 39.06	\$ 39.87	\$ 41.15	\$ 42.33	\$ 43.82	
2% LSPA Rate	\$ 36.59	\$ 37.73	\$ 38.52	\$ 39.22	\$ 39.84	\$ 40.67	\$ 41.97	\$ 43.18	\$ 44.70	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$ 35.87	\$ 37.30	\$ 38.80	\$ 40.35	\$ 41.96	\$ 43.64	\$ 45.39	\$ 47.20	\$ 49.09	
April 1, 2024 - 3.00%	\$ 36.95	\$ 38.42	\$ 39.96	\$ 41.56	\$ 43.22	\$ 44.95	\$ 46.75	\$ 48.62	\$ 50.56	
With BSN \$1.25 (for information only)	\$ 38.20	\$ 39.67	\$ 41.21	\$ 42.81	\$ 44.47	\$ 46.20	\$ 48.00	\$ 49.87	\$ 51.81	
2% LSPA Rate	\$ 37.69	\$ 39.19	\$ 40.76	\$ 42.39	\$ 44.09	\$ 45.85	\$ 47.68	\$ 49.59	\$ 51.57	
With BSN \$1.25 (for information only)	\$ 38.94	\$ 40.44	\$ 42.01	\$ 43.64	\$ 45.34	\$ 47.10	\$ 48.93	\$ 50.84	\$ 52.82	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$ 38.05	\$ 39.58	\$ 41.16	\$ 42.81	\$ 44.52	\$ 46.30	\$ 48.15	\$ 50.08	\$ 52.08	
With BSN \$1.25 (for information only)	\$ 39.30	\$ 40.83	\$ 42.41	\$ 44.06	\$ 45.77	\$ 47.55	\$ 49.40	\$ 51.33	\$ 53.33	
2% LSPA Rate	\$ 38.82	\$ 40.37	\$ 41.98	\$ 43.66	\$ 45.41	\$ 47.23	\$ 49.11	\$ 51.08	\$ 53.12	
With BSN \$1.25 (for information only)	\$ 40.07	\$ 41.62	\$ 43.23	\$ 44.91	\$ 46.66	\$ 48.48	\$ 50.36	\$ 52.33	\$ 54.37	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$ 39.58	\$ 41.16	\$ 42.81	\$ 44.52	\$ 46.30	\$ 48.15	\$ 50.08	\$ 52.08	\$ 54.16
With BSN \$1.25 (for information only)		\$ 40.83	\$ 42.41	\$ 44.06	\$ 45.77	\$ 47.55	\$ 49.40	\$ 51.33	\$ 53.33	\$ 55.41
2% LSPA Rate		\$ 40.37	\$ 41.98	\$ 43.66	\$ 45.41	\$ 47.23	\$ 49.11	\$ 51.08	\$ 53.12	\$ 55.25
With BSN \$1.25 (for information only)		\$ 41.62	\$ 43.23	\$ 44.91	\$ 46.66	\$ 48.48	\$ 50.36	\$ 52.33	\$ 54.37	\$ 56.50
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$ 40.76	\$ 42.39	\$ 44.09	\$ 45.85	\$ 47.69	\$ 49.60	\$ 51.58	\$ 53.64	\$ 55.79
With BSN \$1.25 (for information only)		\$ 42.01	\$ 43.64	\$ 45.34	\$ 47.10	\$ 48.94	\$ 50.85	\$ 52.83	\$ 54.89	\$ 57.04
2% LSPA Rate		\$ 41.58	\$ 43.24	\$ 44.97	\$ 46.77	\$ 48.64	\$ 50.59	\$ 52.61	\$ 54.72	\$ 56.90
With BSN \$1.25 (for information only)		\$ 42.83	\$ 44.49	\$ 46.22	\$ 48.02	\$ 49.89	\$ 51.84	\$ 53.86	\$ 55.97	\$ 58.15
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$ 41.99	\$ 43.67	\$ 45.41	\$ 47.23	\$ 49.12	\$ 51.08	\$ 53.13	\$ 55.25	\$ 57.46
With BSN \$1.25 (for information only)		\$ 43.24	\$ 44.92	\$ 46.66	\$ 48.48	\$ 50.37	\$ 52.33	\$ 54.38	\$ 56.50	\$ 58.71
2% LSPA Rate		\$ 42.83	\$ 44.54	\$ 46.32	\$ 48.17	\$ 50.10	\$ 52.11	\$ 54.19	\$ 56.36	\$ 58.61
With BSN \$1.25 (for information only)		\$ 44.08	\$ 45.79	\$ 47.57	\$ 49.42	\$ 51.35	\$ 53.36	\$ 55.44	\$ 57.61	\$ 59.86



Amendments to the Collective Agreement  
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<b>Assistant Head Nurse</b>										
<b>Nurse Clinician</b>										
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	
Current - April 1, 2023	\$ 40.52	\$ 42.28	\$ 43.99	\$ 45.66	\$ 47.27	\$ 49.02	\$ 50.59	\$ 52.09	\$ 53.91	
2% LSPA Rate	\$ 41.33	\$ 43.13	\$ 44.87	\$ 46.57	\$ 48.22	\$ 50.00	\$ 51.60	\$ 53.13	\$ 54.99	
<b>Year 1 - April 1, 2024</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	
<i>Revised Wage Grid (4% per step)</i>	\$ 40.52	\$ 42.14	\$ 43.83	\$ 45.58	\$ 47.40	\$ 49.30	\$ 51.27	\$ 53.32	\$ 55.45	
April 1, 2024 - 3.00%	\$ 41.74	\$ 43.41	\$ 45.14	\$ 46.95	\$ 48.82	\$ 50.78	\$ 52.81	\$ 54.92	\$ 57.12	
With BSN \$1.25 (for information only)	\$ 42.99	\$ 44.66	\$ 46.39	\$ 48.20	\$ 50.07	\$ 52.03	\$ 54.06	\$ 56.17	\$ 58.37	
2% LSPA Rate	\$ 42.57	\$ 44.27	\$ 46.04	\$ 47.89	\$ 49.80	\$ 51.79	\$ 53.87	\$ 56.02	\$ 58.26	
With BSN \$1.25 (for information only)	\$ 43.82	\$ 45.52	\$ 47.29	\$ 49.14	\$ 51.05	\$ 53.04	\$ 55.12	\$ 57.27	\$ 59.51	
<b>Year 2 - April 1, 2025</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	
April 1, 2025 - 3.00%	\$ 42.99	\$ 44.71	\$ 46.50	\$ 48.36	\$ 50.29	\$ 52.30	\$ 54.39	\$ 56.57	\$ 58.83	
With BSN \$1.25 (for information only)	\$ 44.24	\$ 45.96	\$ 47.75	\$ 49.61	\$ 51.54	\$ 53.55	\$ 55.64	\$ 57.82	\$ 60.08	
2% LSPA Rate	\$ 43.85	\$ 45.60	\$ 47.43	\$ 49.32	\$ 51.30	\$ 53.35	\$ 55.48	\$ 57.70	\$ 60.01	
With BSN \$1.25 (for information only)	\$ 45.10	\$ 46.85	\$ 48.68	\$ 50.57	\$ 52.55	\$ 54.60	\$ 56.73	\$ 58.95	\$ 61.26	
<b>Date of Ratification (DOR)</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
DOR - Move up 1 step / Grid shift		\$ 44.71	\$ 46.50	\$ 48.36	\$ 50.29	\$ 52.30	\$ 54.39	\$ 56.57	\$ 58.83	\$ 61.18
With BSN \$1.25 (for information only)		\$ 45.96	\$ 47.75	\$ 49.61	\$ 51.54	\$ 53.55	\$ 55.64	\$ 57.82	\$ 60.08	\$ 62.43
2% LSPA Rate		\$ 45.60	\$ 47.43	\$ 49.32	\$ 51.30	\$ 53.35	\$ 55.48	\$ 57.70	\$ 60.01	\$ 62.41
With BSN \$1.25 (for information only)		\$ 46.85	\$ 48.68	\$ 50.57	\$ 52.55	\$ 54.60	\$ 56.73	\$ 58.95	\$ 61.26	\$ 63.66
<b>Year 3 - April 1, 2026</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
April 1, 2026 - 3.00%		\$ 46.05	\$ 47.89	\$ 49.81	\$ 51.80	\$ 53.87	\$ 56.02	\$ 58.27	\$ 60.60	\$ 63.02
With BSN \$1.25 (for information only)		\$ 47.30	\$ 49.14	\$ 51.06	\$ 53.05	\$ 55.12	\$ 57.27	\$ 59.52	\$ 61.85	\$ 64.27
2% LSPA Rate		\$ 46.97	\$ 48.85	\$ 50.80	\$ 52.83	\$ 54.95	\$ 57.15	\$ 59.43	\$ 61.81	\$ 64.28
With BSN \$1.25 (for information only)		\$ 48.22	\$ 50.10	\$ 52.05	\$ 54.08	\$ 56.20	\$ 58.40	\$ 60.68	\$ 63.06	\$ 65.53
<b>Year 4 - April 1, 2027</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
April 1, 2027 - 3.00%		\$ 47.43	\$ 49.33	\$ 51.30	\$ 53.35	\$ 55.49	\$ 57.71	\$ 60.01	\$ 62.41	\$ 64.91
With BSN \$1.25 (for information only)		\$ 48.68	\$ 50.58	\$ 52.55	\$ 54.60	\$ 56.74	\$ 58.96	\$ 61.26	\$ 63.66	\$ 66.16
2% LSPA Rate		\$ 48.38	\$ 50.31	\$ 52.33	\$ 54.42	\$ 56.60	\$ 58.86	\$ 61.21	\$ 63.66	\$ 66.21
With BSN \$1.25 (for information only)		\$ 49.63	\$ 51.56	\$ 53.58	\$ 55.67	\$ 57.85	\$ 60.11	\$ 62.46	\$ 64.91	\$ 67.46

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Head Nurse										
Instructor										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$ 42.91	\$ 44.76	\$ 46.67	\$ 48.54	\$ 50.46	\$ 52.41	\$ 54.02	\$ 55.61	\$ 57.57	
2% LSPA Rate	\$ 43.77	\$ 45.66	\$ 47.60	\$ 49.51	\$ 51.47	\$ 53.46	\$ 55.10	\$ 56.72	\$ 58.72	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$ 42.91	\$ 44.63	\$ 46.41	\$ 48.27	\$ 50.20	\$ 52.21	\$ 54.29	\$ 56.47	\$ 58.73	
April 1, 2024 - 3.00%	\$ 44.20	\$ 45.97	\$ 47.80	\$ 49.72	\$ 51.70	\$ 53.77	\$ 55.92	\$ 58.16	\$ 60.49	
With BSN \$1.25 (for information only)	\$ 45.45	\$ 47.22	\$ 49.05	\$ 50.97	\$ 52.95	\$ 55.02	\$ 57.17	\$ 59.41	\$ 61.74	
2% LSPA Rate	\$ 45.08	\$ 46.88	\$ 48.76	\$ 50.71	\$ 52.74	\$ 54.85	\$ 57.04	\$ 59.32	\$ 61.70	
With BSN \$1.25 (for information only)	\$ 46.33	\$ 48.13	\$ 50.01	\$ 51.96	\$ 53.99	\$ 56.10	\$ 58.29	\$ 60.57	\$ 62.95	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$ 45.52	\$ 47.34	\$ 49.24	\$ 51.21	\$ 53.26	\$ 55.39	\$ 57.60	\$ 59.91	\$ 62.30	
With BSN \$1.25 (for information only)	\$ 46.77	\$ 48.59	\$ 50.49	\$ 52.46	\$ 54.51	\$ 56.64	\$ 58.85	\$ 61.16	\$ 63.55	
2% LSPA Rate	\$ 46.43	\$ 48.29	\$ 50.22	\$ 52.23	\$ 54.32	\$ 56.49	\$ 58.75	\$ 61.10	\$ 63.55	
With BSN \$1.25 (for information only)	\$ 47.68	\$ 49.54	\$ 51.47	\$ 53.48	\$ 55.57	\$ 57.74	\$ 60.00	\$ 62.35	\$ 64.80	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$ 47.34	\$ 49.24	\$ 51.21	\$ 53.26	\$ 55.39	\$ 57.60	\$ 59.91	\$ 62.30	\$ 64.79
With BSN \$1.25 (for information only)		\$ 48.59	\$ 50.49	\$ 52.46	\$ 54.51	\$ 56.64	\$ 58.85	\$ 61.16	\$ 63.55	\$ 66.04
2% LSPA Rate		\$ 48.29	\$ 50.22	\$ 52.23	\$ 54.32	\$ 56.49	\$ 58.75	\$ 61.10	\$ 63.55	\$ 66.09
With BSN \$1.25 (for information only)		\$ 49.54	\$ 51.47	\$ 53.48	\$ 55.57	\$ 57.74	\$ 60.00	\$ 62.35	\$ 64.80	\$ 67.34
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$ 48.76	\$ 50.72	\$ 52.74	\$ 54.85	\$ 57.05	\$ 59.33	\$ 61.70	\$ 64.17	\$ 66.74
With BSN \$1.25 (for information only)		\$ 50.01	\$ 51.97	\$ 53.99	\$ 56.10	\$ 58.30	\$ 60.58	\$ 62.95	\$ 65.42	\$ 67.99
2% LSPA Rate		\$ 49.74	\$ 51.73	\$ 53.80	\$ 55.95	\$ 58.19	\$ 60.52	\$ 62.94	\$ 65.45	\$ 68.07
With BSN \$1.25 (for information only)		\$ 50.99	\$ 52.98	\$ 55.05	\$ 57.20	\$ 59.44	\$ 61.77	\$ 64.19	\$ 66.70	\$ 69.32
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$ 50.23	\$ 52.24	\$ 54.33	\$ 56.50	\$ 58.76	\$ 61.11	\$ 63.55	\$ 66.10	\$ 68.74
With BSN \$1.25 (for information only)		\$ 51.48	\$ 53.49	\$ 55.58	\$ 57.75	\$ 60.01	\$ 62.36	\$ 64.80	\$ 67.35	\$ 69.99
2% LSPA Rate		\$ 51.23	\$ 53.28	\$ 55.41	\$ 57.63	\$ 59.93	\$ 62.33	\$ 64.82	\$ 67.42	\$ 70.11
With BSN \$1.25 (for information only)		\$ 52.48	\$ 54.53	\$ 56.66	\$ 58.88	\$ 61.18	\$ 63.58	\$ 66.07	\$ 68.67	\$ 71.36

Amendments to the Collective Agreement  
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Clinical Nurse Specialist									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Current - April 1, 2023	\$ 45.04	\$ 47.00	\$ 49.01	\$ 50.98	\$ 52.98	\$ 55.02	\$ 56.72	\$ 58.38	\$ 60.44
2% LSPA Rate	\$ 45.94	\$ 47.94	\$ 49.99	\$ 52.00	\$ 54.04	\$ 56.12	\$ 57.85	\$ 59.55	\$ 61.65
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Revised Wage Grid (4% per step)	\$ 45.04	\$ 46.84	\$ 48.72	\$ 50.66	\$ 52.69	\$ 54.80	\$ 56.99	\$ 59.27	\$ 61.64
April 1, 2024 - 3.00%	\$ 46.39	\$ 48.25	\$ 50.18	\$ 52.18	\$ 54.27	\$ 56.44	\$ 58.70	\$ 61.05	\$ 63.49
With BSN \$1.25 (for information only)	\$ 47.64	\$ 49.50	\$ 51.43	\$ 53.43	\$ 55.52	\$ 57.69	\$ 59.95	\$ 62.30	\$ 64.74
2% LSPA Rate	\$ 47.32	\$ 49.21	\$ 51.18	\$ 53.23	\$ 55.36	\$ 57.57	\$ 59.87	\$ 62.27	\$ 64.76
With BSN \$1.25 (for information only)	\$ 48.57	\$ 50.46	\$ 52.43	\$ 54.48	\$ 56.61	\$ 58.82	\$ 61.12	\$ 63.52	\$ 66.01
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2025 - 3.00%	\$ 47.78	\$ 49.69	\$ 51.68	\$ 53.75	\$ 55.90	\$ 58.14	\$ 60.46	\$ 62.88	\$ 65.39
With BSN \$1.25 (for information only)	\$ 49.03	\$ 50.94	\$ 52.93	\$ 55.00	\$ 57.15	\$ 59.39	\$ 61.71	\$ 64.13	\$ 66.64
2% LSPA Rate	\$ 48.74	\$ 50.69	\$ 52.72	\$ 54.82	\$ 57.02	\$ 59.30	\$ 61.67	\$ 64.14	\$ 66.70
With BSN \$1.25 (for information only)	\$ 49.99	\$ 51.94	\$ 53.97	\$ 56.07	\$ 58.27	\$ 60.55	\$ 62.92	\$ 65.39	\$ 67.95
Date of Ratification (DOR)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift	\$ 49.69	\$ 51.68	\$ 53.75	\$ 55.90	\$ 58.14	\$ 60.46	\$ 62.88	\$ 65.39	\$ 68.01
With BSN \$1.25 (for information only)	\$ 50.94	\$ 52.93	\$ 55.00	\$ 57.15	\$ 59.39	\$ 61.71	\$ 64.13	\$ 66.64	\$ 69.26
2% LSPA Rate	\$ 50.69	\$ 52.72	\$ 54.82	\$ 57.02	\$ 59.30	\$ 61.67	\$ 64.14	\$ 66.70	\$ 69.37
With BSN \$1.25 (for information only)	\$ 51.94	\$ 53.97	\$ 56.07	\$ 58.27	\$ 60.55	\$ 62.92	\$ 65.39	\$ 67.95	\$ 70.62
Year 3 - April 1, 2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%	\$ 51.19	\$ 53.23	\$ 55.36	\$ 57.58	\$ 59.88	\$ 62.27	\$ 64.77	\$ 67.36	\$ 70.05
With BSN \$1.25 (for information only)	\$ 52.44	\$ 54.48	\$ 56.61	\$ 58.83	\$ 61.13	\$ 63.52	\$ 66.02	\$ 68.61	\$ 71.30
2% LSPA Rate	\$ 52.21	\$ 54.30	\$ 56.47	\$ 58.73	\$ 61.08	\$ 63.52	\$ 66.06	\$ 68.70	\$ 71.45
With BSN \$1.25 (for information only)	\$ 53.46	\$ 55.55	\$ 57.72	\$ 59.98	\$ 62.33	\$ 64.77	\$ 67.31	\$ 69.95	\$ 72.70
Year 4 - April 1, 2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%	\$ 52.72	\$ 54.83	\$ 57.02	\$ 59.30	\$ 61.68	\$ 64.14	\$ 66.71	\$ 69.38	\$ 72.15
With BSN \$1.25 (for information only)	\$ 53.97	\$ 56.08	\$ 58.27	\$ 60.55	\$ 62.93	\$ 65.39	\$ 67.96	\$ 70.63	\$ 73.40
2% LSPA Rate	\$ 53.78	\$ 55.93	\$ 58.16	\$ 60.49	\$ 62.91	\$ 65.43	\$ 68.04	\$ 70.76	\$ 73.59
With BSN \$1.25 (for information only)	\$ 55.03	\$ 57.18	\$ 59.41	\$ 61.74	\$ 64.16	\$ 66.68	\$ 69.29	\$ 72.01	\$ 74.84

Undergraduate Nurse	Step 1
Year 1 - April 1, 2024 - 3%	\$29.75
Year 2 - April 1, 2025 - 3%	\$30.64
Year 3 - April 1, 2026 - 3%	\$31.56
Year 4 - April 1, 2027 - 3%	\$32.51



## Memorandum

From: Honourable Matt Jones  
Minister

Our File Reference:

Your File Reference:

To: Honourable Adriana LaGrange  
Minister of Health  
224 Legislature Building

Date: March 6, 2025

Telephone: 780-644-8554

Subject: **Presumptive coverage for Registered Nurses and Registered Psychiatric Nurses**

I am writing to you in my capacity as the Minister responsible for the *Workers' Compensation Act*.

Based on a review of credible scientific research, I will be bringing forward a proposal to Cabinet no later than June 30, 2025, to extend the workers' compensation presumption under section 24.2 to include Registered Nurses and Registered Psychiatric Nurses.

Further, my department will undertake the work necessary to determine the extent to which Certified Graduate Nurses, Graduate Nurse – Provisional Permit Holders, Graduate Psychiatric Nurses, and Undergraduate Nurses should be covered. This work will include seeking input from your department.

As you may be aware, in accordance with section 153 of the *Workers' Compensation Act*, any regulation to prescribe a class of workers to be eligible for presumption must be approved by Cabinet. Final wording of the regulation will be subject to legislative drafting in accordance with that Cabinet approval.

I am happy to discuss the matters above at your discretion.

Honourable Matt Jones

**LETTER OF COMMITMENT**

Appendix B

**From**

**The Government of Alberta**

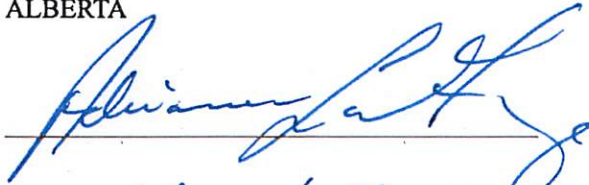
**To**

**United Nurses of Alberta (UNA)**

**RE: HEALTH CARE RE-FOCUSING**

**The Government agrees that any transfers resulting from the health care refocusing will be to a provincial health agency or a provincial health corporation.**

ON BEHALF OF THE GOVERNMENT OF  
ALBERTA

A handwritten signature in blue ink, appearing to read "Alvin L. H.", is written over a horizontal line.

DATE: March 7, 2025