

AMENDMENTS AS OF JANUARY 14, 2020 TO DECEMBER 21, 2021 (THE PARTIES COMMENCED FORMAL MEDIATION ON SEPTEMBER 21, 2021)

AMENDED ARTICLES

COLLECTIVE AGREEMENT

BETWEEN

**Alberta Health Services
Covenant Health
Lamont Health Care
The Bethany Group (Camrose)**

- and -

United Nurses of Alberta

To Note: The Mediator's Recommendations are identified as **Italicized*.

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**, 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**, 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

- 2.06 (a) “Certified Graduate Nurse” means a person whose name is on the Certified Graduate Nurses Register and who holds an annual or temporary permit pursuant to the *Health Professions Act*, R.S.A. 2000, c. H-7 and Regulations.
- (b) “Graduate Nurse – ~~Temporary~~ **Provisional** Permit Holder” means a person whose name is on the Temporary Register and who holds a temporary permit pursuant to the *Health Professions Act and Regulations*.
- (c) “Graduate Psychiatric Nurse” means a person ~~whose name is on the Temporary Register and~~ who holds a temporary registration **permit** pursuant to the *Health Professions Act and Regulations*.
- (d) “Undergraduate Nurse” means a person who is enrolled in an approved School of Nursing and who is employed by the Employer to provide nursing care but is not a Certified Graduate Nurse, Graduate Nurse - ~~Temporary~~ **Provisional** Permit Holder, Graduate Psychiatric Nurse, Registered Nurse or Registered Psychiatric Nurse.

ARTICLE 8: OVERTIME

- 8.04 (a) The Employer shall endeavour to minimize the use of mandatory overtime.
- (b) The Employer may request an Employee to work a reasonable amount of overtime. Should the Employee believe that the Employer is requesting the Employee to work more than a reasonable amount of overtime, then the Employee may decline to work the additional overtime, except in an emergency, without being subject to disciplinary action.
- (c) An emergency is a circumstance that calls for immediate action.
- (d) The Employer shall take reasonable steps to avoid a staffing situation which may become an emergency prior to requiring overtime.
- (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.**

ARTICLE 12: SENIORITY

12.02 Seniority shall be considered in determining:

- (a) (i) selection of newly created Shift schedules of the same FTE, by Regular Employees of the Unit, Program or Office, subject to Article 7: Hours of Work and Scheduling Provisions. For “at” Employees the selection to occur within the unit, for “at or out of” Employees the selection to occur within the program and site. **For the purposes of administering this provision an Employee may not secure a shift pattern of another Employee with a shift pattern described in 7.02(d) (iii), (iv), and (vi).**
- (ii) selection of vacant Shift schedules of the same FTE, by Regular Employees of the Unit, Program or Office subject to Article 7: Hours of Work and Scheduling Provisions. For “at” Employees the selection to occur within the unit, for “at or out of” Employees the selection to occur within the program and site. For Employees in temporary positions, this provision shall not be used to change from the standard workday to the extended workday (or *vice versa*);
- (b) promotions and transfers within the bargaining unit subject to the provisions specified in Article 14: Promotions, Transfers & Vacancies;
- (c) layoff and recall subject to the provisions specified in Article 15: Layoff and Recall; and
- (d) approval of vacation times.

ARTICLE 14: PROMOTIONS, TRANSFERS AND VACANCIES

- 14.01 (a) The Employer shall post notices of vacancies in the bargaining unit not less than 10 calendar days in advance of making an appointment. Each vacancy shall be given a posting number. Multiple identical vacancies may be posted under one (1) posting number. A copy of such notice shall be forwarded to the Union within five (5) calendar days of the posting.
- (b) When circumstances require the Employer to fill a vacancy before the expiration of 10 calendar days, the appointment shall be made on a temporary or casual basis only.
 - (c) Vacancies shall be filled through a single competition, whenever possible from within the bargaining unit.
 - (d) All notices of vacancy shall include:
 - (i) a general description of the work;
 - (ii) whether the position is an at a site position or an at or out of a site position;

- (iii) the home site and other sites if the position is a multi-site position;
- *(iv) the unit or units (if applicable) and program.*
- (v) the number of hours per Shift, and Shifts per Shift cycle which shall constitute the regular hours of work for the position and the current Shift pattern; and
- (vi) the commencement date for the position, which may be altered by mutual agreement between the Employee and the Employer.
- (vii) For temporary positions, the notice of vacancy shall also indicate the expected term.

These may only be altered through the operation of the Collective Agreement.

- (e) All postings shall have a closing time and date which shall not be a Saturday, Sunday or Named Holiday.
- *(f) The Employer retains the right to create positions that entail regularly working on more than one (1) unit, and when such positions are created, the posting will clearly indicate this. Although the Employer retains the right to create multi-unit positions and float positions, the norm will be that Employees will continue to be employed in a single unit. This does not preclude the Employer from requiring an Employee to “float” to another unit on an exceptional basis in order to meet operational requirements; or preclude an Employee from agreeing to work additional Shifts on other units.*

14.10 At time of hire or transfer, or change of hours in accordance with Article 12.02(a)(ii) or Article 14.15 or change of category in accordance with Article 30.02 or 30.03, all Employees shall receive a letter which shall include the following:

- (a) category (Regular, Temporary or Casual);
- (b) classification;
- (c) number of hours per Shift and Shifts per Shift cycle;
- (d) date of hire and transfer (if applicable);
- *(e) increment level; ~~and~~*
- *(f) the site or sites the person will work “at”, or “at or out of”, as the case may be; and*
- *(g) the unit or units (if applicable) and program.*

These shall not be altered except by the operation of the provisions of this Collective Agreement.

14.16 A request to transfer to Casual Status shall not be unreasonably denied. **Article 14.07(c) shall not apply to Employees who transfer to Casual Status.**

ARTICLE 15: LAYOFF AND RECALL

15.01 (a) For the purposes of Article 15: Layoff and Recall, “ability to perform the work” shall be assessed by the Employer recognizing the need to provide a reasonable period of familiarization and orientation.

(b) The Employer and the Union shall meet prior to a possible reduction in the workforce or a notification of position elimination. The purpose of this meeting is to discuss the extent of the planned reduction or position eliminations, how the reduction or position elimination will take place, review the current seniority list, the manner in which information will be provided to affected Employees and discuss other relevant factors, including the administrative and operational complexities arising out of the application of this Article in a province-wide bargaining unit. Unless otherwise agreed between the Employer and the Union, these discussions shall not delay the issuance of notice of position elimination or workforce reduction.

**(c) Workplace reorganization that results in the movement, merger or division, of a unit or part of a unit within a Site shall not constitute a position elimination provided there are no other substantial changes to the Employee’s position. In the event that the Employer combines multiple units on the same site into a single unit or divides a single unit into multiple units, no notice of position elimination shall be required, provided that there is no other substantial change to the Employee’s position.*

15.04 Displacement

(a) An Employee whose position is eliminated by the Employer or who is displaced in accordance with this Article shall, provided the Employee has not less than 24 months of seniority:

(i) have the right to displace an Employee with less seniority in a position for which the Employee has the ability to perform the work;

(ii) at the Employee’s option, take a position which is vacant and for which the Employee has the ability to perform the work; or

(iii) at the Employee’s option, accept layoff with the right of recall.

If an Employee elects (i) or (ii) and the Employer determines that the Employee does not have the ability to perform the work of the position selected, the Employer shall inform the Employee and the Local of such within 10 consecutive calendar days, exclusive of Saturdays, Sundays and Named Holidays which are specified in Article 18: Named Holidays, of the Employee making such selection. The Employee shall then have the right to make another selection in accordance with Article 15.04.

- (b) An Employee exercising the right to displace another Employee or to take a vacant position pursuant to Article 15.04(a) shall within 72 hours, exclusive of Saturdays, Sundays or Named Holidays, of receipt of written notice from the Employer of the elimination of the Employee's position or displacement, advise the Employer, in writing, of their decision, including the name of the Employee they wish to displace or the vacant position they wish to take. Where there is more than one (1) Employee on that unit with an equivalent full-time equivalency, Shift pattern, and length of Shift, to that of the selected position, the Employee shall displace the least senior of such Employees. Where the Employee fails to exercise such right within the specified time limit, the Employee shall be deemed to have waived the right to displace another Employee or take a vacant position and the Employer shall:
 - (i) place the Employee in any available vacant position of the Employer's choice for which the Employee has the ability to perform the work and is within a radius of 50 kilometers from the current site (an Employee may elect to be laid off, with recall rights if the position is located at a site outside the boundaries of the municipality in which the current site is located); or
 - (ii) in the absence of such a vacancy effect a layoff in accordance with Article 15.03 by serving notice pursuant to Article 15.02.
- (c) Where an Employee with less than 24 months of seniority has their position eliminated or are displaced in accordance with this Article, the Employer shall:
 - (i) ~~place~~ **ASSIGN** the Employee to any available ~~vacant~~ position **WHICH IS VACANT** of the Employer's choice **AND** for which the Employee has the ability to perform the work and is within a radius of 50 kilometres from the current site; or
 - (ii) in the absence of such a vacancy effect a layoff in accordance with Article 15.03 by serving notice pursuant to Article 15.02.
- (d) Where an Employee's position is eliminated, and where an Employee is displaced as a result of a procedure under this Article, such Employee's rate of pay shall not be reduced until such time as the rate for the classification in which the Employee is employed exceeds that of the Employee.
- (e) An Employee shall not be entitled to displace an Employee in a higher rated classification.

ARTICLE 16: RESPONSIBILITY ALLOWANCE, TEMPORARY ASSIGNMENT AND IN CHARGE

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 per hour.
- (ii) When an Employee who holds the position of an Assistant Head Nurse 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.
- (c) The Employer shall prepare a document specifying the roles and responsibilities of a person designated in charge, including the ~~authority or~~ **processes, tools or algorithms** for augmenting staff. Copies of such documents shall be on hand at each nursing unit and shall be available to each Employee upon request.
- (d) **Persons designated in charge shall have the authority to augment staff (which may include authorization of overtime) to ensure patient safety considering the volume of patients on the unit and their acuity. In exercising this authority, Employees are expected to use their critical thinking skills, along with their professional and clinical judgment subject to any Employer-issued processes, tools or algorithms.**
- (e) Where, as of June 14, 2010, the person in charge of a unit on a specific Shift was a Registered Nurse or Registered Psychiatric Nurse, the person designated in charge of that unit and specific Shift will continue to be a Registered Nurse or Registered Psychiatric Nurse.
- (f) The Employer shall provide an appropriate orientation to an Employee prior to assigning the Employee in charge.

ARTICLE 20: WORKERS' COMPENSATION

20.01 An Employee who is incapacitated and unable to work, as a result of an accident sustained while on duty in the service of the Employer within the meaning of the *Workers' Compensation Act*, shall continue to receive full net salary **for the time lost as approved by the Workers' Compensation Board (WCB).** ~~provided the Employee assigns over to the Employer, the monies due from the Workers' Compensation Board for time lost due to accident.~~ A deduction of 1/10th of a day shall be charged against sick leave credits for each day an Employee is off work. Employees shall only receive full net salary to the extent that 1/10th of a day can be deducted from sick leave credits, following which time the Employee will be deemed to be on sick leave without pay pursuant to Article 19.07(b). **Once the Employee is deemed to be on sick leave without pay, the Employer shall administer wage replacement benefits as approved by the WCB in accordance with the *Workers' Compensation Act* less any required deductions.**

ARTICLE 21: EMPLOYEE BENEFITS

21.01 The Employer shall provide the consolidated Health Benefit Trust of Alberta (HBTA) Benefits Plan ("Plan"). The Plan will be compulsory for all eligible Employees and will include the following:

- (a) HBTA Supplementary Health Benefits Plan inclusive of:
 - (i) vision care coverage providing for annual eye exams and up to \$600 every two (2) calendar years per person for corrective lenses. This shall be inclusive of coverage for elective corrective laser eye surgery; and
 - (ii) 80% direct payment provision for all medication prescribed by a qualified practitioner. Subject to continuation of Joint Appeal Panel and criteria that medication must be a substance:
 - (A) prescribed by a physician, dentist, pharmacist or nurse practitioner to correct or treat a medical condition: that is
 - (B) based on a diagnosis made by a physician, dentist or nurse practitioner; and
 - (C) which is required to be consumed (orally, by injection, absorbed or inhaled); and is
 - (D) dispensed by a pharmacist;
- (b) Alberta Health Care Insurance Plan;
- (c) The HBTA:
 - (i) Basic Life Insurance (1X basic annual earnings rounded to next highest \$1,000);
 - (ii) Accidental Death and Dismemberment (basic) (1X basic annual earnings rounded to next highest \$1,000);
 - (iii) Short-term Disability (income replacement for a period of up to 120 working days during a qualifying disability equal to 66 2/3% of basic weekly earnings to the established maximum following a 14 7 day elimination period where applicable. The Short-term Disability shall become effective on the first working day following the expiry of sick leave credits in the case of absence due to injury or hospitalization. In the particular case of Employees who have insufficient sick leave credits to satisfy the 14 7 calendar day elimination period, the Short-term Disability shall commence on the 15th 8th day following the commencement of non-hospitalized sickness);
 - (iv) Long-term Disability (income replacement during a qualifying disability equal to 66 2/3% of basic monthly earnings to the established maximum following a 120 working day elimination period); and

- (d) The HBTA Dental Benefits Plan or equivalent, inclusive of reimbursement of 80% of eligible Basic Services; 50% of eligible Extensive Services [including implants and appliances (appliances to include mouth guards for therapeutic use)], and 50% of eligible Orthodontic Services (including coverage for adults), in accordance with the current Alberta Blue Cross Usual and Customary Fee Guide. A maximum annual reimbursement of \$3,000 per insured person per benefit year shall apply to Extensive Services. Orthodontic Services shall be subject to a lifetime maximum reimbursement of \$3,000 per insured person.

21.06 Such coverage shall be provided to ~~Regular~~ Regular and Temporary Employees except for:

- (a) Part-time Employees, whose regularly scheduled hours of work are fewer than 15 hours per week averaged over one (1) complete Cycle of the Shift Schedule; and
- (b) Temporary Employees, who are hired to work for a position of less than six (6) months;

which Employees are eligible to participate only in Articles 21.01(a), 21.01(b) and Article 21.01(d) above.

ARTICLE 22: LEAVES OF ABSENCE

22.11 Leave for Public Affairs

- (a) The Employer recognizes the right of a Regular Employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence without pay so that a Regular Employee may be a candidate in federal, provincial or municipal elections.
- (b) Regular Employees who are elected to public office **other than the Legislative Assembly of Alberta** shall be allowed leave of absence without pay for a period of time not to exceed four (4) years.
- (c) **In the event an Employee is elected to the Legislative Assembly of Alberta, The following provisions shall apply:**
 - (i) **The Employee will be deemed to have resigned effective the date of the election.**
 - (ii) **Within 6 months of ceasing to hold political office, the former Employee may provide 28 days' notice of readiness to return to work.**
 - (iii) **The Employer agrees to reinstate the former Employee consistent with Article 22.01(f), provided the former Employee has maintained their professional designation with the appropriate College**
 - (iv) **The former Employee shall be reinstated with seniority according to original seniority date.**

- (v) **The former Employee's increment date shall be as at the date of resignation.**
- (vi) **The Employer shall reinstate sick leave credits that existed prior to the former Employee's resignation.**
- (vii) **Upon reinstatement, the Employee shall begin accruing vacation and supplementary vacation at the appropriate levels as before their resignation.**
- (viii) **Local Authority Pension Plan (LAPP) contributions shall cease effective the date of resignation. Subject to LAPP regulations, contributions shall commence on the first day of the reinstatement.**

ARTICLE 26: EDUCATIONAL ALLOWANCES

26.01 (a) For the purpose of establishing an Employee's Basic Rate of Pay, the Employer will recognize courses, diplomas and degrees relevant to Registered Nursing or Registered Psychiatric Nursing practice offered by *bona fide* **Canadian** post-secondary educational institution **or equivalent**.

Course/Certificate	Hourly Allowance
Clinical Course (including mid-wife course)	50¢
Certified Diabetes Educator Certificate	50¢
Board of Lactation Consultant Examiners Certificate	50¢
Canadian Nurses Association Certification	50¢
Active registration in the CARNA plus Degree or Diploma in Psychiatric Nursing (<i>a Diploma or Degree in Nursing plus active registration in CRPNA</i>)	50¢
Course in Nursing Unit Administration	50¢
One (1) Year Diploma	50¢
Baccalaureate Degree	\$1.25
Master's Degree	\$1.50
Doctorate	\$1.75

- (b) For Employees employed as of the Date of Ratification of this Collective Agreement, who are currently receiving educational allowances higher than those set forth above, such allowances shall be maintained until such time as the above allowances exceed the allowances being received by those Employees.
- ~~(c) An educational allowance for Baccalaureate Degree pursuant to Article 26.01(a) shall be payable only upon the Employee providing the Employer with satisfactory proof that the Baccalaureate Degree is:~~

- ~~(i) a Nursing Baccalaureate Degree program recognized by Nursing Education Program Advisory Board (NEPAB), College and Association of Registered Nurses (CARNA) or International Qualifications Assessment Service (IQAS); or~~
- ~~(ii) for a Baccalaureate Degree other than for Nursing, a program recognized as equivalent to a Baccalaureate Degree by the IQAS.~~

ARTICLE 29: PENSION PLAN

- 29.05 (a) The Employer shall provide a supplemental pension plan in the form of a Registered Retirement Savings Plan (RRSP). ~~Effective April 1, 2018~~ The Employer shall also provide a Tax Free Savings Account (TFSA). Employees shall determine the allocation of contributions to either the RRSP or the TFSA. Employees may change their allocation effective April 1st of each year.
- (b) Effective on the Employee's date of enrollment, a Regular Employee shall have the right to contribute up to 2% of regular earnings into either the RRSP or TFSA:
- (i) Employees may contribute into the RRSP until December 30th of the year the Employee turns 71. The Employer shall match the Employee's contributions into the RRSP; or
 - (ii) Employees may contribute into the TFSA. The Employer shall match the Employee's contributions into the TFSA.
- (c) Regular Employees who, by virtue of their age, no longer qualify under Article 29.05(b)(i), shall have the option of reallocating contributions to the TFSA as per Article 29.05(b)(ii) or receive an additional 2% of their regular earnings. Employees may change their allocation between participating in the TFSA and receiving 2% of regular earnings effective April 1st of each year.
- (d) "Earnings" as defined in Article 29.05(b) above, will include WCB earnings until such time that the Employee exhausts accrued sick leave credits and is deemed to be on sick leave without pay.
- 29.06 The Employer will provide annual reminders to enroll in the pension plan, RRSP or TFSA to all eligible Employees **and include General pension eligibility information on letters issued to Employees pursuant to Article 14.10.**

ARTICLE 30: PART-TIME, TEMPORARY AND CASUAL EMPLOYEES

(Amended in Article 37: Extended Work Day)

30.01 Part-Time Employees

- (c) Increment Accrual
 - (i) Part-time Employees shall be entitled to an increment on the completion of 1920.75 regular hours of work and thereafter a further increment upon the completion of each period of 1711.50 regular hours actually worked to the maximum increment granted Full-time Employees.
 - (ii) For Part-time Employees, leave of absence for Union or Local business, other leaves of absence not exceeding one (1) month, periods of sick leave with pay and while in receipt of Workers' Compensation benefits shall be considered as hours worked for the purpose of calculating increments in accordance with Article 30.01(c)(i).
 - (iii) For Part-time Employees, educational leave up to 24 months shall be considered as hours worked for the purpose of calculating increments in accordance with Article 30.01(c)(i).
 - (iv) Part-time Employees who work at another site 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.**
 - (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

Except as modified in this Article, all provisions of this Collective Agreement shall apply to Casual Employees except that the following Articles shall have no application to Casual Employees:

- Article 7: Hours of Work and Scheduling Provisions - 7.01(a), 7.02, 7.03, 7.04
- Article 9: On-call Duty/Call-Back
- Article 12: Seniority
- Article 15: Layoff and Recall
- Article 17: Vacations with Pay
- Article 18: Named Holidays
- Article 19: Sick Leave, except Article 19.10(b)
- Article 20: Workers' Compensation
- Article 21: Employee Benefits, and
- Article 22: Leaves of Absence.

(a) Hours of Work

- (i) No Casual Employee shall be scheduled except with the Employee's consent. Except where a Casual Employee is scheduled for a specific job or relieves for absences, the duration of which is three (3) months or less, advance notice of scheduling shall not exceed seven (7) calendar days.
- (ii) Where a Casual Employee is transferred to a position pursuant to Article 14.02, the Employee shall receive the benefits of a Temporary Employee while filling that position.
- (iii) Where a Casual Employee is regularly scheduled under the provisions of Article 2.04(b)(ii) and (iii) the scheduling provisions of Article 7: Hours of Work and Scheduling Provisions shall apply.
- (iv) (A) In the event that a Casual Employee reports to work as scheduled or called and the Employer cancels the Employee's Shift, the Employee shall be paid four (4) hours pay at the Employee's Basic Rate of Pay.

- (B) If fewer than four (4) hours remain in the scheduled Shift, the Employee shall be paid for the remaining hours of the Shift at the Employee's Basic Rate of Pay. This does not apply in situations where the start time of the scheduled Shift has been changed.
- (C) No Employee shall receive payment for Article 30.03(a)(iv)(A) and Article 30.03(a)(iv)(B) concurrently.
- (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.**
- (c) Increment Accrual
 - (i) Casual Employees shall be entitled to an increment on the completion of 1920.75 regular hours of work and thereafter a further increment upon the completion of each period of 1711.50 regular hours actually worked to the maximum increment granted Full-time Employees.
 - (ii) **Casual Employees who work at another site 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.**
 - (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 32: DISPUTE RESOLUTION PROCESS

32.11 Arbitration

- (a) Either of the parties wishing to submit a grievance to Arbitration shall notify the other party and DRAC in writing.
- (b) Within 10 days after receipt of notification provided for in Article 32.11(a) above, the parties shall attempt to agree upon an arbitrator hereinafter listed for the dispute.
- (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:

Lyle Kanee	David	Tettensor
David Phillip Jones	Richard	Wilson
Andrew C. L. Sims	Mark	Asbell
Leanne Young	Kathryn	Oviatt
Tom Jolliffe	William	McFetridge

The selection shall be random.

Note: The parties may mutually agree to amend the above list **or to refer matters to Arbitrators not listed above.**

- (d) Where one (1) of the parties determines that they need to have the issue heard by an Arbitration Board rather than a sole arbitrator, they shall advise the other party of this prior to the selection of the arbitrator. Both parties shall advise one another the name of their appointee to the Arbitration Board prior to the selection of the arbitrator.
- (e) After the arbitrator has been selected the arbitrator shall meet with the parties within six (6) months and hear such evidence as the parties may desire to present, assure a full, fair hearing, and shall render the decision, in writing, to the parties within 60 days after the completion of the hearing.
- (f) The decision of the arbitrator shall be final and binding on the parties.
- (g) The Arbitration decision shall be governed by the terms of this Collective Agreement and shall not alter, amend or change the terms of this Collective Agreement; however, where an arbitrator, by way of an award, determines that an Employee has been discharged or otherwise disciplined by an Employer for cause and the Collective Agreement does not contain a specific penalty for the infraction that is the subject matter of the Arbitration, the arbitrator may substitute any penalty for the discharge or discipline that to the arbitrator seems just and reasonable in all the circumstances.

- (h) Where an arbitrator, by way of an award, determines that the Collective Agreement has been violated, the arbitrator may issue a declaration that the Collective Agreement has been violated and may order the affected party to comply with the Collective Agreement, even if this remedy was not specifically sought in the grievance. An arbitrator may order compensation if appropriate.
- (i) The fees and expenses of the arbitrator shall be borne equally by the two (2) parties to the dispute.
- (j) Any of the time limits herein contained in Arbitration proceedings may be extended if mutually agreed to in writing by the parties.

ARTICLE 33: COMPENSATION ERRORS

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:	
<i>*(for completion by the Employee)</i>	
If you dispute that there has been an overpayment OR the accuracy of the amount involved, please explain why:	
*Repayment Options <i>(for completion by the Employee if there is no dispute)</i>	

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 (~~form attached~~). 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

34.10 The Employer will have a policy and will post signage requesting no audio, video photographic recording by patients or public without prior consent of Employees.

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.

ARTICLE 37: EXTENDED WORK DAY

37.01 (a) Where the Employer and the Local agree to implement a system employing extended working days and a resultant compressed work week, they shall evidence such agreement by signing a document indicating:

- (i) applicable nursing unit;
- (ii) applicable positions; and

(iii) applicable extended work day option.

Such list may be amended from time to time by agreement of the Employer and the Local.

- (b) Agreements referred to in Article 37.01(a) may be terminated by either party providing to the other party 12 weeks' notice in writing of such intent.
- (c) Where an extended work day system is implemented or discontinued, the resulting change to the hours per Shift and Shifts per Shift cycle of a Part-time Employee shall not be deemed to be a violation of Article 30.01(a). Where such change occurs, the Employer shall issue a new statement to the affected Employee within 10 days of the change.
- (d) The Employer, the Union and the Local acknowledge and confirm that, with the exception of those amendments hereinafter specifically detailed, when the extended work day is implemented in a nursing unit, all other Articles of this Collective Agreement shall remain in full force and effect as between the parties.

37.02 Two (2) optional extended work day scheduling systems are available which may be applied upon mutual agreement pursuant to Article 37.01(a). Where Option I or Option II is applied, the relevant provisions of Article 7: Hours of Work and Scheduling Provisions, and 30: Part-time, Temporary and Casual Employees shall be amended as follows:

Option I: 11.08 Hour Extended Work Day

(A) Amend Article 7.01(a) in its entirety to read:

- 7.01 (a) Regular hours of work for Full-time Employees, exclusive of meal periods, shall:
 - (i) be a consecutive time period of 11.08 hours per day;
 - (ii) be 36.93 hours per week averaged over one (1) complete Cycle of the Shift Schedule; and
 - (iii) not exceed 12.25 hours per day maximum in-house hours, as determined by the start and finish times of the Shift, except where overtime is necessitated.

(B) Amend Article 7.01(b) in its entirety to read:

- 7.01 (b) Regular hours of work shall be deemed to:
 - (i) include as scheduled by the Employer, three (3) rest periods of 15 minutes during each full working Shift; and

- (ii) exclude, as scheduled by the Employer, two (2) meal periods of 30 or 35 minutes each, the alternative to be applied by the Employer. Two (2) or more meal periods or rest periods may be combined by agreement between the Employee and the Employer. Employee requests for meal periods of more than 35 minutes that are compatible with the scheduling of work assignments shall not be unreasonably denied, except that such meal periods shall not be scheduled to occur in the first or last hour of the Shift except by mutual agreement between the Employer and the Employee.

(C) Amend Article 7.02(d), (e), (f), (g), (h) and (i) to read:

7.02 (d) The Shift patterns which may be available are:

- (i) permanent days;
- (ii) permanent nights (only by request of Employee);
- (iii) nights and days rotation.

An application in response to a position posted with Shift pattern (ii) constitutes an Employee request for the purposes of this section.

The Employer shall endeavour to minimize the assignment of different Shift patterns between designated days of rest, where Employees are working a Shift pattern 7.02(d)(iii) which begins with night Shifts. Where possible, there shall be at least 47.75 hours off duty between a night Shift to day Shift change.

- (e) A request by an Employee to work permanent nights shall not be unreasonably withheld but the Employer may require an Employee working permanent nights to work blocks of day Shift for the purpose of maintaining proficiency. Such blocks shall total not more than two (2) blocks per year totaling not more than 14 calendar days per year.

- (e.1) An Employee who has requested to work Shift pattern (ii) and has done so for at least 12 months, may give the Employer notice that they wish to re-assert their Article 7.02(f) rights (“to revert”). Upon receiving such notice, the Employer shall post a Shift schedule within 12 weeks of receiving such a request. Where multiple requests to revert are received, the Employer will not be required to revise the schedule more than once in any 12 month period commencing with the initial request to revert. Upon receiving a request to revert, the Employer shall provide all other Employees included on the schedule working patterns (ii), regardless of how long they have worked in those Shift patterns, notice of the request to determine if they also wish to revert commencing with the next posted Shift schedule.
- (f) Employees who are required to rotate Shifts, shall be assigned day duty 1/2 of the time during the Shift cycle, provided that in the event of an emergency or where unusual circumstances exist, an Employee may be assigned to such Shift as may be necessary. For the purpose of applying the foregoing, an Employee will be deemed to have been assigned day duty for those periods of time absent on vacation or on or for a Named Holiday, that would have, except for such absence, been day duty to which the Employee would have been assigned in accordance with the Shift schedule. Scheduled days of rest shall not be considered as day duty for the purpose of applying this provision. For the purposes of determining day duty, a day Shift shall be considered to be a Shift where the majority of the regularly scheduled Shift falls between 0700 hours and 1500 hours.
- (g) Except in cases of emergency or by mutual agreement between the Employee and the Employer, Shift schedules shall provide for:
- (i) at least 22.5 hours off duty on a Shift changeover between extended Shifts;
 - (ii) at least two (2) consecutive days of rest per week;
 - *(iii) two (2) weekends off duty in each four (4) week period. “Weekend” shall mean a Saturday and the following Sunday. The period of time off must be at least 59 hours. Where possible, Employees shall not be required to work beyond 2000 hours on the day preceding the designated days of rest when designated days of rest fall on a weekend. **Employees shall not be scheduled to work more than two consecutive weekends unless it is not possible to assign available Shifts using only Regular Employees within the scheduling provisions contained in this Collective Agreement; and***

- (iv) not more than four (4) consecutive extended Shifts nor more than four (4) extended Shifts per week.
 - (v) Where possible, one (1) weekend in each four (4) week period shall be an extended weekend. "Extended Weekend" shall mean a Saturday and the following Sunday assuring a minimum of 79.75 hours off duty.
 - (h) Does not apply.
 - (i) Violation of any provision of Article 37.02 Option I(C) 7.02(g) shall result in payment to each affected Employee at 2X the Employee's Basic Rate of Pay for all regular hours worked during the period of violation.
- (D) Amend Article 30.01(a): 7.01(a)(i) to read:
- 30.01(a) 7.01 (a) (i) Regular hours of work for Part-time Employees, exclusive of meal periods, shall be as scheduled by the Employer but shall be less than those for Full-time Employees. They shall be less than 36.93 hours per week averaged over one (1) complete Cycle of the Shift Schedule.
- (E) Amend Article 30.01(b): 7.02(g) to read:
- 30.01(b) 7.02 (g) Except in cases of emergency or by mutual agreement between the Employee and the Employer, Shift schedules shall provide for:
- (i) at least 22.5 hours off duty on a Shift changeover between extended Shifts;
 - (ii) an average of at least three (3) days per week shall be scheduled as designated days of rest, and at least two (2) such days of rest per week shall be consecutive for a total of 22 in a six (6) week period. Employees may agree to exchange their designated days of rest to other non-scheduled days. When they agree to do so, no overtime or penalty payment is required;

- **(iii) two (2) weekends off duty in each four (4) week period. "Weekend" shall mean a Saturday and the following Sunday. The period of time off must be at least 59 hours. Where possible, Employees shall not be required to work beyond 2000 hours on the day preceding the designated days of rest when designated days of rest fall on a weekend. **Employees shall not be scheduled to work more than two consecutive weekends unless it is not possible to assign available Shifts using only Regular Employees within the scheduling provisions contained in this Collective Agreement; and***
- (iv) not more than four (4) consecutive extended Shifts nor more than four (4) extended Shifts per week.
- (v) Where possible, one (1) weekend in each four (4) week period shall be an extended weekend. "Extended Weekend" shall mean a Saturday and the following Sunday assuring a minimum of 79.75 hours off duty.

Option II: 9.75 Hour Extended Work Day

(A) Amend Article 7.01(a) to read:

- 7.01 (a) Regular hours of work for Full-time Employees, exclusive of meal periods, shall:
 - (i) be a consecutive time period of 9.75 hours per day; and
 - (ii) be 37.05 hours per week averaged over one (1) complete Cycle of the Shift Schedule.

(B) Amend Article 7.01(b) in its entirety to read:

- 7.01 (b) Regular hours of work shall be deemed to:
 - (i) include as scheduled by the Employer, three (3) rest periods of 15 minutes during each full working Shift; and
 - (ii) exclude, as scheduled by the Employer, one (1) meal period of 30 minutes. Two (2) or more meal periods or rest periods may be combined by agreement between the Employee and the Employer. Employee requests for meal periods of more than 30 minutes that are compatible with the scheduling of work assignments shall not be unreasonably denied, except that such meal period shall not be scheduled to occur in the first or last hour of the Shift except by mutual agreement between the Employer and the Employee.

(C) Amend Article 7.02(g), (h) and (i) to read:

- 7.02 (g) (i) at least 22.5 hours off duty on a Shift changeover between extended Shifts;
- (ii) at least two (2) consecutive days of rest per week;
- *(iii) two (2) weekends off duty in each four (4) week period. "Weekend" shall mean a Saturday and the following Sunday. The period of time off must be at least 59 hours. Where possible, Employees shall not be required to work beyond 2000 hours on the day preceding the designated days of rest when designated days of rest fall on a weekend. Employees shall not be scheduled to work more than two consecutive weekends unless it is not possible to assign available Shifts using only Regular Employees within the scheduling provisions contained in this Collective Agreement; and*
- (iv) not more than four (4) consecutive extended Shifts nor more than four (4) extended Shifts per week.
- (v) Where possible, one (1) weekend in four (4) shall be an extended weekend. "Extended Weekend" shall mean a Saturday and the following Sunday assuring a minimum of 79.75 hours off duty.
- (h) Does not apply.
- (i) Violation of any provision of Article 37.02 Option II(C) shall result in payment to each affected Employee at 2X the Employee's Basic Rate of Pay for all regular hours worked during the period of violation.

(D) Amend Article 30.01(a): 7.01(a)(i) to read:

- 30.01(a) 7.01 (a) (i) Regular hours of work for Part-time Employees, exclusive of meal periods, shall be as scheduled by the Employer but shall be less than those for Full-time Employees. They shall be less than 37.05 hours per week averaged over one (1) complete Cycle of the Shift Schedule.

(E) Amend Article 30.01(b) 7.02(g) to read:

- 30.01(b) 7.02(g) Except in cases of emergency or by mutual agreement between the Employee and the Employer, Shift schedules shall provide for:

- (i) at least 22.5 hours off duty on a Shift changeover between extended Shifts;
- (ii) an average of at least three (3) days per week shall be scheduled as designated days of rest, and at least two (2) such days of rest per week shall be consecutive for a total of 16 in a five (5) week period. Employees may agree to exchange their designated days of rest to other non-scheduled days. When they agree to do so, no overtime or penalty payment is required;
- *(iii) two (2) weekends off duty in each four (4) week period. "Weekend" shall mean a Saturday and the following Sunday. The period of time off must be at least 59 hours. Where possible, Employees shall not be required to work beyond 2000 hours on the day preceding the designated days of rest when designated days of rest fall on a weekend. **Employees shall not be scheduled to work more than two consecutive weekends unless it is not possible to assign available Shifts using only Regular Employees within the scheduling provisions contained in this Collective Agreement; and***
- (iv) not more than four (4) consecutive extended Shifts, nor more than four (4) extended Shifts per week.
- (v) Where possible, one (1) weekend in each four (4) week period shall be an extended weekend. "Extended Weekend" shall mean a Saturday and the following Sunday assuring a minimum of 79.75 hours off duty.

ARTICLE 44: MOBILITY

44.02 "At or out of" Positions

- (a) An "at or out of" position is one where the Employee is required in the regular course of their duties to perform work at more than one (1) site on an unscheduled basis or to perform the Employee's duties at locations other than Employer sites where the Employer deems it appropriate because either:
 - (i) Services are best delivered at **a variety of places including sites operated by the Employer and places** other than sites operated by the Employer, including schools, patients' homes, places of business, etc.; or
 - (ii) the Service requires specialist Employees or involves a specialized or specific medical Service which, due to insufficient demand at one (1) location, is best

delivered by the same Employees working “at or out of” a site or sites on an irregular basis

LETTER OF UNDERSTANDING #1

RE: UNIT

WHEREAS the parties agree that patient and Employee safety is of mutual importance to the Employer, the Union and the Local; and

WHEREAS the physical design, staffing patterns, and patient needs differ amongst Alberta units and sites; and

1. The Employer shall provide the Union with a list of areas in each site that the Employer has designated as a unit for the purposes of application of Articles 16.02 and 34.04. Such list shall be provided to the Union **Such list shall be provided to the Union no later than six months following the date of ratification. ~~no later than October 31, 2018.~~**
2. If the Union identifies any concerns:
 - (a) regarding Employee safety relative to the application of Article 34.04; or
 - (b) regarding patient/resident/client safety, or the unit administration relative to Article 16; or
 - (c) where the Employer has not designated as a unit or part of a unit, then an Ad-hoc Committee, not exceeding eight (8) , of equal numbers appointed by the Employer and the Union shall be established and shall address such concerns.
3. Failing resolution of the dispute between the parties pursuant to #2 above, the Union may advance the dispute within 30 days of response to Arbitration in accordance with this Collective Agreement.
- *4. *In hearing the dispute pursuant to #3 above, the Arbitrator shall consider whether the designation of a unit is appropriate in the circumstances in order to satisfy the requirements of Article 16.02 and Article 34.04. **The parties agree that notices of vacancy posted pursuant to Article 14.01 and offer letters issued pursuant 14.10 are not factors for consideration when determining whether the designation of a unit is appropriate.***
5. Should the Arbitrator find that the Employer’s designation of a unit is inappropriate, the matter shall be returned to the parties for a period of 30 days during which the Employer and the Union will attempt to again resolve the matter.
6. Should the parties fail to resolve the matter within the 30 day period, the Arbitrator shall render a decision in this regard.

7. Should the Employer alter the designation of a unit during the term of this agreement, the Union shall be so notified in writing and the provisions of Sections #2 through #7 in the Letter of Understanding shall apply to the altered designation.

LETTER OF UNDERSTANDING #6

RE: JOINT COMMITTEE

The parties recognize the value of joint discussions related to the ongoing administration of this Collective Agreement.

Whereas it is the intent of the parties to continue the Joint Committee to facilitate these discussions, the parties agree as follows:

1. Within 90 days of ratification of this Collective Agreement, the parties shall appoint representatives to the Joint Committee.
2. The Joint Committee will be comprised of Employer and Union representatives.
3. The Joint Committee will meet every two (2) months, or as otherwise mutually agreed, to discuss issues arising out of the administration of this Collective Agreement.
4. The purpose of this Joint Committee will be to:
 - (a) exchange information;
 - (b) engage in discussions regarding issues of mutual concern; and
 - (c) make recommendations to their respective principals regarding the ongoing administration of this Collective Agreement.
5. The Joint Committee shall establish Terms of Reference outlining the purpose of the Joint Committee, Committee membership and the reporting relationships for each of the parties.
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;**
 - (b) **updating the overpayment recovery notice; and**
 - (c) **Other items as agreed.**

LETTER OF UNDERSTANDING #8

RE: COMBINED POSITIONS

The parties acknowledge that further efforts may be necessary on the issue of recruitment in order to assist the current Employees by addressing workload issues and enhancing the ability of the Employer to recruit new Employees.

The parties agree that the creation of larger FTEs supports the retention of current Employees by addressing workload issues and enhancing the ability to recruit new Employees;

The parties agree to the following

1. This Letter of Understanding applies to all areas except to the **Municipality of Wood Buffalo, City of Grande Prairie, Edmonton, St Albert, Red Deer, Calgary, Lethbridge and Medicine Hat.**
2. Where the Employer has been unable to fill small (less than 0.42) FTE positions through the normal posting provisions or Article 14.15, 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.**
3. **Newly created positions under this Letter of Understanding may be a combination of an “at” position with an “at or out of” position.**
4. Employees for the above positions will be assigned a home site.
5. Article 7: Hours of Work and Scheduling Provisions

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 schedules shall indicate the applicable site for all hours worked. Change of site for Shift will not activate the Shift change penalty.
6. Article 8: Overtime

Overtime will be paid as per Article 8: Overtime and Article 37: Extended Work Day recognizing total hours worked in all specified sites.
7. Article 11: Probationary Period and Orientation

Orientation as specified in Article 11.03 shall be provided at the home site. A reasonable orientation shall be provided at each of the other sites.

8. Article 13: Evaluations and Personnel File

The most immediate supervisor at the home site of each Employee will do yearly evaluations in accordance with Article 13: Evaluations and Personnel File.

9. A job description will be developed in accordance with Article 39: Job Description and Classification for these positions.

10. When a combined position is vacated, the Employer will, prior to posting the combined position as a vacancy, consider whether the circumstances in one (1) or other site have changed to justify using Article 14.15 to increase the FTE of a position at one (1) of the sites.

LETTER OF UNDERSTANDING #10

RE: SCHEDULING

For the purposes of Article 7: Hours of Work and Scheduling Provisions, the parties agree to the following:

1. Article 7.02(a) shall apply as written, but does not obligate the Employer to any specific labeling system. However, for Employees working night Shifts, at no time shall an Employee be scheduled to work more than one (1) hour on a day considered to be a scheduled day of rest.
2. For the purposes of Article 7.02(g)(ii) “two (2) consecutive days of rest” shall mean:
 - (a) For Employees moving from day Shift to day Shift – two (2) complete calendar days off, ensuring a minimum of 63.75 hours off duty.
 - (b) For Employees moving from day Shift to evening Shift – two (2) complete calendar days off, ensuring a minimum of 71.75 hours off duty.
 - (c) For Employees moving from day Shift to night Shift – one (1) complete calendar day off, one (1) day where no more than one (1) hour is worked ensuring a minimum of 55.75 hours off duty.
 - (d) For Employees moving from evening Shift to day Shift – two (2) complete calendar days, ensuring a minimum of 55.75 hours off duty.
 - (e) For Employees moving from evening Shift to evening Shift – two (2) complete calendar days, ensuring a minimum of 63.75 hours off duty.
 - (f) For Employees moving from evening Shift to night Shift - one (1) complete calendar day off, one (1) day where no more than one (1) hour is worked, ensuring a minimum of 47.75 hours off duty.

- (g) For Employees moving from night Shift to day Shift – two (2) complete calendar days off, ensuring a minimum of 71.75 hours off duty.
 - (h) For Employees moving from night Shift to evening Shift – two (2) complete calendar days, ensuring a minimum of 79.75 hours off duty.
 - (i) For Employees moving from night Shift to night Shift – one (1) complete calendar day off, one (1) day where no more than one (1) hour is worked, ensuring a minimum of 63.75 hours off duty.
3. “Week” shall mean seven (7) consecutive days commencing at 0000h, on a day determined by the Employer. The first day of the week shall be noted on the schedule and may be changed by providing 12 weeks’ notice.
 4. **The Employer and the Local may mutually agree to amend the minimum of hours off duty by up to 2 hours. The Local shall not unreasonably deny a request to amend the minimum of hours off duty.**

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

RE: LUMP SUM CONVERSION

The parties agree as follows:

1. ***The lump sum payment provided for in Letter of Understanding #11 of the 2017-2020 Collective Agreement shall be eliminated effective the day before the Date of Ratification.***
2. ***Effective as of the Date of Ratification a salary increase of 2% shall be implemented for all classifications.***
3. ***Employees will be entitled to a final lump sum payment, the amount of which shall be \$875 prorated for the period from October 1, 2021 up to and including the day before the Date of Ratification:***
 - (a) ***Full Time Employees shall receive the prorated amount on the first pay day following the pay period which includes the Date of Ratification.***
 - (b) ***Part Time and Casual Employees shall receive the prorated amount on the first pay day following the pay period which includes the Date of Ratification, prorated to their regular hours actually worked between October 1 and the day before the Date of Ratification.***

4. *For the purposes of this Letter of Understanding, “regular hours actually worked” includes:*
 - (a) *Leaves of absence for Union and Local business;*
 - (b) *Other leaves of absence of one (1) month or less;*
 - (c) *Time on sick leave with pay;*
 - (d) *Absences while receiving Workers’ Compensation;*
 - (e) *Educational leave up to 24 months; and*
 - (f) *Maternity, Parental, Compassionate/Terminal Care, parents of Critically Ill Child and Death or Disappearance of Child Leaves.*
5. *Employees who commenced employment or change their employment category between October 1, 2021 and the Date of Ratification shall have their entitlement prorated.*
6. *The payment will be administered in accordance with the Joint statement issued by the parties November 2015.*

LETTER OF UNDERSTANDING #12

RE: NO REDUCTION OF NURSING HOURS

The parties agree that:

1. During the term of this Collective Agreement, there will be no overall reduction in the total number of hours worked by Employees.
2. (a) Recognizing the potential seasonal and periodic variations in hours worked to meet the service demands of the health system, the number of hours worked will be reviewed on an annual basis.

*(b) *The benchmark against which future annual comparisons of total Employee hours worked shall be the total of Employee hours worked between ~~April 1, 2013 and March 31, 2014~~ April 1, 2016 and March 31, 2017 (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.*
3. The process to conduct the future annual comparisons will be as follows:
 - (a) The Employers will provide the Joint Committee with the Benchmark Hours within 120 days of ratification of this Collective Agreement.

- (b) For information, the Employers will provide the Joint Committee with quarterly reports on the total number of hours worked. For comparison and analysis purposes, where possible, the report will provide information by zone, and by site or community services.
- (c)
 - (i) The Employers will provide the Joint Committee with an annual report on the total number of hours worked by Employees, with an analysis of the variation.
 - (ii) Where there is a negative variation in the total number of hours worked, the Employers will provide an explanation of the variance.
 - (iii) The Employers will take every reasonable action necessary to increase the total hours worked to the Benchmark Hours. The Employers will share information regarding these actions with the Union.

LETTER OF UNDERSTANDING #18

RE: PREPAID BENEFITS

Effective on the first day of the month following ratification the HBTA Benefits Plan shall be amended as follows:

- ~~(a) — There shall be no requirement for written orders for physiotherapy.~~
- ~~(b) — 100% coverage for private or semi-private rooms in hospital will be provided.~~
- (a) The HBTA Short Term Disability (STD) and Long Term Disability (LTD) insurance plans shall use an “own job” definition of disability for the first thirty months from the date of disability. Employees with open and active STD or LTD claims filed before the effective date shall continue to be governed by the terms and conditions of the HBTA STD and LTD insurance plans in effect as of the day prior to the contract changes taking effect.**
- (b) Occupational Therapists shall be added to the list of Paramedical Practitioners and along with Physiotherapists accessed at a rate of \$50.00/visit for a combined maximum of 20 visits per year.**
- (c) There shall be no requirement for a written physician’s order for accessing massage therapy and orthotics.**
- (d) Benefits coverage for Chartered Psychologist/Master of Social Work/Addictions Counsellor shall be reconfigured to eliminate the per-visit and 20 visit per year maximums and implement a combined maximum of \$3000.00 per participant per benefit year.**

- (e) There shall be no requirement for a written physician's order for accessing compression stockings. A tiered fee guide for compression stockings shall be implemented ~~as follows~~ with reimbursement at the following rates (or the Alberta Blue Cross Usual and Customary rates, whichever is greater):
- 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.
- (f) The Employer agrees to work with the Union to develop strategies and initiatives to address the mental health of the workforce.

LETTER OF UNDERSTANDING #20

RE: JOB SECURITY – Delete

LETTER OF UNDERSTANDING #22

RE: EXTENDED WORKDAY OPTION (4 ON/4 OFF) AND HOURS OF WORKWORKING GROUP – Delete

LETTER OF COMMITMENT

RE: HEALTH BENEFITS TRUST OF ALBERTA – Delete

LETTER OF UNDERSTANDING #NEW

RE: LIVING DONOR WAGE REPLACEMENT

WHEREAS the parties wish to reduce any barriers that may prevent an Employee from becoming a living donor;

The Parties agree that the Alberta Health Services “Living Donor Wage Replacement” Policy will apply to the United Nurses of Alberta.

Alberta Health Services commits to consult with UNA when the policy is reviewed and negotiate any changes that may result from that review.

LETTER OF UNDERSTANDING #NEW

RE: INFORMATION SHARING

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

LETTER OF UNDERSTANDING #NEW

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

The parties agree that Overtime accumulated between April 1, 2021 and March 31, 2022 shall be carried over Unless an Employee requests a payout. Any Time off not taken by March 31, 2023 shall be paid out.

LETTER OF UNDERSTANDING #NEW

RE: ALTERNATE EXTENDED WORK DAY SCHEDULING OPTION

The parties agree there will be an additional optional extended work day scheduling system available which may be applied upon mutual agreement pursuant to Article 37.01(a). Where this option is applied the relevant provisions of Article 37: Extended Work Day shall be amended as follows:

Option III: 11.08 Hour Extended Work Day (4 On/4 Off)

(A) Amend Article 7.01(a) in its entirety to read:

7.01 (a) Regular hours of work for Full-time Employees, exclusive of meal periods, shall:

- (i) be a consecutive time period of 11.08 hours per day;**
- (ii) be 36.93 hours per week averaged over one (1) complete Cycle of the 24-week Shift Schedule; and**
- (iii) not exceed 12.25 hours per day maximum in-house hours, as determined by the start and finish times of the Shift, except where overtime is necessitated.**

(B) Amend Article 7.01(b) in its entirety to read:

7.01 (b) Regular hours of work shall be deemed to:

- (i) include as scheduled by the Employer, three (3) rest periods of 15 minutes during each full working Shift; and
- (ii) exclude, as scheduled by the Employer, two (2) meal periods of 30 or 35 minutes each, the alternative to be applied by the Employer. Two (2) or more meal periods or rest periods may be combined by agreement between the Employee and the Employer. Employee requests for meal periods of more than 35 minutes that are compatible with the scheduling of work assignments shall not be unreasonably denied, except that such meal periods shall not be scheduled to occur in the first or last hour of the Shift except by mutual agreement between the Employer and the Employee.

(C) Amend Article 7.02(d), (g) and (i) to read:

7.02 (d) The Shift patterns which may be available are:

- (i) permanent days, or
- (ii) permanent nights (Employee request only), or
- (iii) days and nights rotation as follows:
 - (1) two day Shifts followed by two night Shifts; or
 - (2) three day Shifts followed by one night Shift; or
 - (3) a combination of (1) and (2) above.

An application in response to a position posted with Shift pattern (ii) constitutes an Employee request for the purposes of this section.

- (g) Except in cases of emergency or by mutual agreement between the Employee and the Employer, Shift schedules shall provide for:
 - (i) at least 22.5 hours off duty on a Shift changeover between extended Shifts;
 - (ii) not more than four consecutive extended Shifts followed by at four consecutive days of rest ensuring a minimum of 95.75 hours off duty.
 - (iii) four additional days of rest scheduled within the 24-week Shift Cycle; and

(iv) at least 25% of weekends off duty in each 24-week Shift Cycle. "Weekend" shall mean a Saturday and the following Sunday. The period of time off must be at least 59 hours. Where possible, Employees shall not be required to work beyond 2000 hours on the day preceding the designated day of rest when designated days of rest fall on a weekend.

(i) Violation of any provision of Article 37.02 Option III (C) 7.02(g) shall result in payment to each affected Employee at 2X the Employee's Basic Rate of Pay for all regular hours worked during the period of violation.

(D) Amend Article 30.01(a): 7.01(a)(i) to read:

30.01(a) 7.01 (a) (i) Regular hours of work for Part-time Employees, exclusive of meal periods, shall be as scheduled by the Employer but shall be less than those for Full-time Employees. They shall be less than 36.93 hours per week averaged over one (1) complete Cycle of the 24-week Shift Schedule.

(E) Amend Article 30.01(b): 7.02(g) to read:

30.01(b) 7.02 (g) Except in cases of emergency or by mutual agreement between the Employee and the Employer, Shift schedules shall provide for:

(i) at least 22.5 hours off duty on a Shift changeover between extended Shifts;

(ii) not more than four (4) consecutive extended Shifts nor more than four (4) extended Shifts per week;

(iii) an average of at least three (3) days per week shall be scheduled as designated days of rest, and at least two (2) such days of rest per week shall be consecutive for a total of 88 in a twenty-four (24) week period. Immediately following a block of Night Shifts an Employee may work until the completion of their scheduled Night Shift on their first Designated Day of Rest; this shall be counted as a Designated Day of Rest though not labelled as such. Employees may agree to exchange their designated days of rest to other non-scheduled days. When they agree to do so, no overtime or penalty payment is required; and

- (iv) at least 25% of weekends off duty in each 24-week Shift Cycle. “Weekend” shall mean a Saturday and the following Sunday. The period of time off must be at least 59 hours. Where possible, Employees shall not be required to work beyond 2000 hours on the day preceding the designated day of rest when designated days rest fall on a weekend.

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

RE: IMPLEMENTATION OF ARTICLE 14.10(g)

The parties agree Article 14.10 (g) shall be implemented no later than 120 days following the date of ratification. Furthermore, the amendment to Article 14.10 (g) does not require the Employer to issue updated letters of hire or transfer to existing employees to replace letters of hire issued prior to the implementation of 14.10 (g).- In the event of a dispute related to an Employee’s unit or units (if applicable) and program or letters of hire, the parties will utilize the provisions of the Collective Agreement and past jurisprudence.

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

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

- 1. On the pay period following the Date of Ratification, each Employee shall be issued a one-time premium payment of 1% of the Basic Rate of Pay for all hours actually worked between January 1, 2021 and December 31, 2021.***
- 2. For the purposes of this one time lump sum payment “regular hours actually worked” includes:***
 - (a) Leaves of absence for Union and Local business;***
 - (b) Other leaves of absence of one (1) month or less;***
 - (c) Time on sick leave with pay;***
 - (d) Absences while receiving Workers’ Compensation;***
 - (e) Educational leave up to 24 months; and***
 - (f) Maternity, Parental, Compassionate/Terminal Care, parents of Critically Ill Child and Death or Disappearance of Child Leaves.***

- 3. The payment will be administered in accordance with the Joint statement issued by the parties on November 2015, except that all overtime hours and all time spent in self isolation (paid or unpaid) as a result of potential or actual COVID-19 exposure will also be included.*

LETTER OF UNDERSTANDING #NEW

RE: PROVINCIAL WORKLOAD ADVISORY COMMITTEE

Alberta Health Services (“AHS”) maintains overall responsibility and statutory liability for the staffing and staffing levels through the provision of all provincial health care services. AHS is working towards the development of staffing models based on a variety of factors including the acuity of patients and the associated workload. This work involves the triangulation of data through three tools/sources of information:

- 1. “Operational Best Practices” – the current methodology used to determine staffing targets in AHS, which also provides the ability to compare staffing levels nationally and within Alberta.**
- 2. Acuity Based Staffing Tool (Safer Nursing Care Tool) – a pilot of an evidence-based patient classification method that estimates nurse staffing based on patients’ acuity and dependence on nursing care.**
- 3. Connect Care Nursing Workload Acuity Scoring System – a pilot capturing patient acuity and workload data as a by-product of clinical documentation in Connect Care.**

The parties acknowledge that there is value in collaborating on the work towards the development of staffing models, based on the three sources of information described above, through transparent discussions, information sharing (excluding 3rd party and proprietary information), and seeking mutual understanding and agreement where possible. Implementation of Employer decisions related to the pilots or staffing models derived therefrom will not be delayed by the meetings of the Committee.

Therefore, the parties agree as follows:

- 1. A Provincial Workload Advisory Committee (“the Committee”) shall be established within 90 days of the date of ratification.**

- 2. The Committee shall consist of an equal number of Employer and Union representatives and a neutral Facilitator appointed by the Committee.**
- 3. The Committee shall meet at least four times a year. Either party may request additional meetings, which shall not be unreasonably denied.**
- 4. The function of the Committee is to examine and make recommendations to AHS regarding the aforementioned pilot projects from which the staffing models will be derived. This work requires recognition of the diversity of health professionals, flexibility and responsiveness to evolving needs of patients, and changes in technology and innovation, and will include:**
 - identification of patient quality indicators and efficiency metrics that should be monitored;**
 - reviewing workload and acuity measures and identification of other data for consideration;**
 - validation of data analysis generated from the pilots (e.g. unit-to-unit comparisons, patient-to-patient workload acuity comparisons); and**
 - reviewing communication and teaching materials aimed at front line staff.**
- 5. AHS Pilot Leads shall provide updates, at least four times a year, including transparent information sharing (exclusive of 3rd party or proprietary information) to the Advisory Committee on the progress of the pilot projects.**
- 6. Discussions regarding labour relations matters (including grievances and arbitrations), occupational health and safety issues, specific concerns filed under the PRC process and budgetary decisions are outside the scope of the Committee.**
- 7. The Committee shall use a consensus-based decision-making model. Recommendations to AHS shall only be made if consensus is reached.**
- 8. The role of the Facilitator is to:**
 - educate the committee on the consensus based decision making model;**
 - assist the committee in setting norms; and**
 - chair meetings and lead consensus-building sessions.**
- 9. The Committee may mutually agree to engage the support of subject matter experts to assist with the above discussions.**

10. The fees and expenses of the Facilitator shall be borne equally by the Parties.
11. AHS shall consider recommendations made by the Committee. AHS shall provide a written response to recommendations to the Committee within 30 days.
12. This Letter of Understanding shall expire at the conclusion of the collective agreement unless the parties mutually agree to extend the Committee.

LETTER OF UNDERSTANDING #NEW

RE: Trial of Modified Posting Provisions

The Parties agree to collaborate on a trial intended to explore opportunities for the expedient filling of vacancies by Regular Employees already working within the unit, program or office. Nothing in the trial will restrict the Employer's right to determine whether a vacancy exists. For the purposes of the trial, the parties agree as follows:

1. The vacancy will be made available to all Regular Employees within the unit, program, or office who hold a position in the same classification as the vacancy.
2. The vacancy shall then be awarded on the basis of seniority amongst those Employees internal to the unit, program or office who indicate an interest in the vacancy.
3. The processes outlined in 1 and 2 above will be repeated for consequential vacancies in the unit, program, or office.
4. If there is a vacancy remaining following the processes outlined in 1 - 3 above, such vacancy will then be posted in accordance with Article 14.01.
5. An Employee whose regular hours of work are altered as a result of this process shall not be required to serve a trial period.
6. Employees shall be issued a letter pursuant to the provisions of Article 14.10.
7. The parties will meet within 90 days of ratification to discuss the logistics of the trial.
8. The parties agree to share all relevant information regarding the operation of this Letter of Understanding at each meeting of the Joint Committee.
9. This Letter of Understanding may be cancelled by either party by providing 90 days' written notice.
10. This Letter of Understanding shall expire 24 months from the date of ratification, unless otherwise agreed by the parties.

LETTER OF UNDERSTANDING #NEW

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

In addition to the provisions outlined in this Collective Agreement, effective the date of ratification, the parties agree to implement a Rural Capacity Investment Fund. The fund will allocate \$7.5 million/fiscal year as follows:

- \$5 million for recruitment and retention incentives, as agreed by the parties; and
- \$2.5 million for relocation assistance, as agreed by the parties.

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

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

All initiatives approved under the Fund will focus on producing a stable workforce and sustaining that stability over the longer term. Funded initiatives may target new Employees, may focus on site/program-specific concerns, or may 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.

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.

The parties will endeavor to use the entire Fund within each fiscal year. 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.

Operation of the Fund

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

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.

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:

- 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.
- 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%.
- Reviewing, considering, and approving proposed agreed upon initiatives from participating Employers with operations in the North, Central and South Zones.
- Deciding between competing proposed initiatives or devising an appropriate solution when the parties have not been able to agree on a particular initiative.
- 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.

The Committee shall use a consensus-based decision making model.

The role of the Facilitator is to:

- educate the committee on the consensus based decision making model;
- assist the committee in setting norms; and
- chair meetings and lead consensus-building sessions, and
- render binding decisions when the committee cannot reach consensus.

The Facilitator's fees shall be paid from the Fund.

Administration of the Fund shall be in compliance with AHS Finance and Audit requirements.

Development and Submission of Initiatives:

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.

All agreed to initiatives will be submitted to the Committee for consideration.

In circumstances where the parties cannot reach agreement regarding the initiative, the competing proposals shall be submitted to the Committee for consideration.

This Letter of Understanding shall expire on March 30, 2024.

LETTER OF UNDERSTANDING #NEW

RE: ARBITRATION COORDINATION MEETINGS

The parties agree that the AHS General Legal Counsel (Labour & Employment), members of the AHS Negotiations and Labour Relations team and the AHS HRBP team shall meet at least twice each year with the members of the UNA leadership team with responsibility for grievances and arbitrations to:

1. review all outstanding grievances advanced to arbitration;
2. discuss the manner in which the grievances will be addressed (including expedited arbitration);
3. explore opportunities for resolving matters expeditiously with the goal of addressing ongoing liability; and
4. discuss other matters as they arise.

The parties may consent to review this process at any time.

Salary Appendix

- *April 1, 2020 – 0%*
- *October 1, 2021 – 1%*
- *Date of Ratification - 2% Lump Sum Conversion*
- *Date of Ratification – 1% Recognition Pay (Lump Sum)*
- *September 1, 2022 – 1.25%*
- *April 1, 2023 – 2%*

RN/RPN Annual Salary based on Proposed Salary Appendix Dec 21, 2021

Registered Nurse

Registered Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<i>April 1 2020 (0%)</i>	\$36.86	\$38.28	\$39.69	\$41.11	\$42.54	\$43.94	\$45.37	\$46.71	\$48.37
<i>2% LSPA</i>	\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34
Annual Salary (1920.75 HRS)	\$70,798.85	\$73,526.31	\$76,234.57	\$78,962.03	\$81,708.71	\$84,397.76	\$87,144.43	\$89,718.23	\$92,906.68
2% LSPA	\$72,214.82	\$74,996.84	\$77,759.26	\$80,541.27	\$83,342.88	\$86,085.71	\$88,887.32	\$91,512.60	\$94,764.81
Annual Salary (2022.75 HRS)	\$74,558.57	\$77,430.87	\$80,282.95	\$83,155.25	\$86,047.79	\$88,879.64	\$91,772.17	\$94,482.65	\$97,840.42
2% LSPA	\$76,049.74	\$78,979.49	\$81,888.61	\$84,818.36	\$87,768.74	\$90,657.23	\$93,607.61	\$96,372.31	\$99,797.23
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<i>Oct 1 2021 (1%)</i>	\$37.23	\$38.66	\$40.09	\$41.52	\$42.97	\$44.38	\$45.82	\$47.18	\$48.85
<i>2% LSPA</i>	\$37.97	\$39.44	\$40.89	\$42.35	\$43.82	\$45.27	\$46.74	\$48.12	\$49.83
Annual Salary (1920.75 HRS)	\$71,506.83	\$74,261.57	\$76,996.91	\$79,751.65	\$82,525.79	\$85,241.73	\$88,015.87	\$90,615.41	\$93,835.74
2% LSPA	\$72,936.97	\$75,746.80	\$78,536.85	\$81,346.69	\$84,176.31	\$86,946.57	\$89,776.19	\$92,427.72	\$95,712.46
Annual Salary (2022.75 HRS)	\$75,304.15	\$78,205.18	\$81,085.78	\$83,986.81	\$86,908.26	\$89,768.43	\$92,689.89	\$95,427.48	\$98,818.82
2% LSPA	\$76,810.23	\$79,769.28	\$82,707.49	\$85,666.54	\$88,646.43	\$91,563.80	\$94,543.69	\$97,336.03	\$100,795.20
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<i>Ratification Date (2%)</i>	\$37.97	\$39.44	\$40.89	\$42.35	\$43.82	\$45.27	\$46.74	\$48.12	\$49.83
<i>2% LSPA</i>	\$38.73	\$40.22	\$41.71	\$43.20	\$44.70	\$46.17	\$47.67	\$49.08	\$50.83
Annual Salary (1920.75 HRS)	\$72,936.97	\$75,746.80	\$78,536.85	\$81,346.69	\$84,176.31	\$86,946.57	\$89,776.19	\$92,427.72	\$95,712.46
2% LSPA	\$74,395.71	\$77,261.74	\$80,107.59	\$82,973.62	\$85,859.83	\$88,685.50	\$91,571.71	\$94,276.28	\$97,626.71
Annual Salary (2022.75 HRS)	\$76,810.23	\$79,769.28	\$82,707.49	\$85,666.54	\$88,646.43	\$91,563.80	\$94,543.69	\$97,336.03	\$100,795.20
2% LSPA	\$78,346.44	\$81,364.67	\$84,361.64	\$87,379.87	\$90,419.36	\$93,395.08	\$96,434.56	\$99,282.75	\$102,811.10

Sept 1 2022 (1.25%)	\$38.45	\$39.93	\$41.40	\$42.88	\$44.37	\$45.83	\$47.32	\$48.72	\$50.45
2% LSPA	\$39.22	\$40.73	\$42.23	\$43.74	\$45.26	\$46.75	\$48.27	\$49.70	\$51.46
Annual Salary (1920.75 HRS)	\$73,848.68	\$76,693.64	\$79,518.56	\$82,363.52	\$85,228.51	\$88,033.40	\$90,898.39	\$93,583.07	\$96,908.86
2% LSPA	\$75,325.66	\$78,227.51	\$81,108.93	\$84,010.79	\$86,933.08	\$89,794.07	\$92,716.36	\$95,454.73	\$98,847.04
Annual Salary (2022.75 HRS)	\$77,770.36	\$80,766.40	\$83,741.34	\$86,737.37	\$89,754.51	\$92,708.35	\$95,725.48	\$98,552.73	\$102,055.14
2% LSPA	\$79,325.77	\$82,381.73	\$85,416.16	\$88,472.12	\$91,549.60	\$94,562.51	\$97,639.99	\$100,523.78	\$104,096.24

April 1 2023 (2%)	\$39.22	\$40.73	\$42.23	\$43.74	\$45.26	\$46.75	\$48.27	\$49.70	\$51.46
2% LSPA	\$40.00	\$41.54	\$43.07	\$44.61	\$46.17	\$47.68	\$49.24	\$50.69	\$52.49
Annual Salary (1920.75 HRS)	\$75,325.66	\$78,227.51	\$81,108.93	\$84,010.79	\$86,933.08	\$89,794.07	\$92,716.36	\$95,454.73	\$98,847.04
2% LSPA	\$76,832.17	\$79,792.06	\$82,731.11	\$85,691.01	\$88,671.74	\$91,589.95	\$94,570.69	\$97,363.83	\$100,823.98
Annual Salary (2022.75 HRS)	\$79,325.77	\$82,381.73	\$85,416.16	\$88,472.12	\$91,549.60	\$94,562.51	\$97,639.99	\$100,523.78	\$104,096.24
2% LSPA	\$80,912.28	\$84,029.36	\$87,124.49	\$90,241.56	\$93,380.59	\$96,453.76	\$99,592.79	\$102,534.26	\$106,178.17