

**LETTER OF UNDERSTANDING #20**  
**BETWEEN**  
**CAREWEST – GEORGE BOYACK AND GARRISON GREEN (HEREINAFTER**  
**REFERRED TO AS THE “EMPLOYER”)**  
**AND THE**  
**UNITED NURSES OF ALBERTA, LOCAL #430 & 431 (HEREINAFTER REFERRED**  
**TO AS THE “UNION”)**

**RE: FIRST COLLECTIVE AGREEMENT IMPLEMENTATION**

Except as provided below the Parties agree, all terms and conditions of the Collective Agreement between Carewest and UNA Locals 221, 422, 423, 428 shall apply to George Boyack and Garrison Green effective the date of ratification unless otherwise stated. This Letter of Understanding shall form part of the Collective Agreement.

**ARTICLE 7: HOURS OF WORK**

1. The parties agree that all current schedules are deemed compliant for 120-days and/or until such times as schedules are posted as per Article 7.03. Any changes to schedules will be completed in accordance with the provisions of Article 7.
2. Article 7.03 (g) (iv) shall be amended to read:  
  
    (iv)       not more than seven (7) scheduled days of work.

**ARTICLE 11: PROBATIONARY PERIOD**

1. An Employee with less than 503.75 hours worked at date of ratification will only be required to work 503.75 hours to successfully conclude the probationary period.

**ARTICLE 12: SENIORITY**

1. Seniority shall be the date the Employees were hired with the Employer into direct nursing care, subject to the operation of the Collective Agreement.

**ARTICLE 14: VACANCIES, PROMOTIONS, TRANSFERS**

1. Within 90 days of ratification, each Employee shall receive a letter of hire from the Employer which will include.
  - (a)       the items listed under Article 14:10;

- (b) increment anniversary date, hours toward the next increment and Basic Rate of Pay (inclusive of Educational Allowances and Long Service Pay Adjustment);
- (c) seniority date;
- (d) vacation anniversary date; and,
- (e) vacation and sick leave entitlement level.

For the purposes of 1(a) through 1(e) above, each Employee shall have 60 consecutive calendar days from the date of the respective letters to advise the Employer, in writing, if the Employee believes the information is incorrect. If the Employer and Employee agree on the correction, the information and Employee letter will be corrected accordingly. In the absence of such agreement the Employee shall the right to grieve in accordance with the Collective Agreement.

#### **ARTICLE 17: VACATION TRANSITIONAL PROVISION**

1. Employees shall have their continuous service date with the Carewest (including continuous service with any other former entity that is contiguous with their service with the Carewest) recognized for the purpose of establishing entitlements for annual vacation.

#### **ARTICLE 19: SICK LEAVE TRANSITIONAL PROVISION**

1. Any unused sick leave credits accumulated prior to date of ratification shall be maintained.
2. Sick leave accumulation pursuant to Article 19 shall commence as of date of ratification.
3. Employees who are receiving sick leave pay as of the date of ratification will continue to be compensated in accordance with the previous sick leave provisions until their return to work.

#### **ARTICLE 21: EMPLOYEE BENEFITS**

1. Within 90 days of ratification and inclusive of a 14-day open enrollment period the provisions of Article 21 shall apply to all eligible Employees.

## ARTICLE 22: LEAVE OF ABSENCE

### 1. 22.07 *Personal Leave*

- (a) Each Employee shall be entitled to four (4) Personal Leave days each calendar year until the signing of the new Collective Agreement. If employment commences on or after January 1<sup>st</sup>, Personal Leave days will be pro-rated for the remainder of the year.

On Behalf of the Employer  
(Carewest)

On Behalf of the Union  
(Local 430)

On Behalf of the Union  
(Local 431)

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Date:

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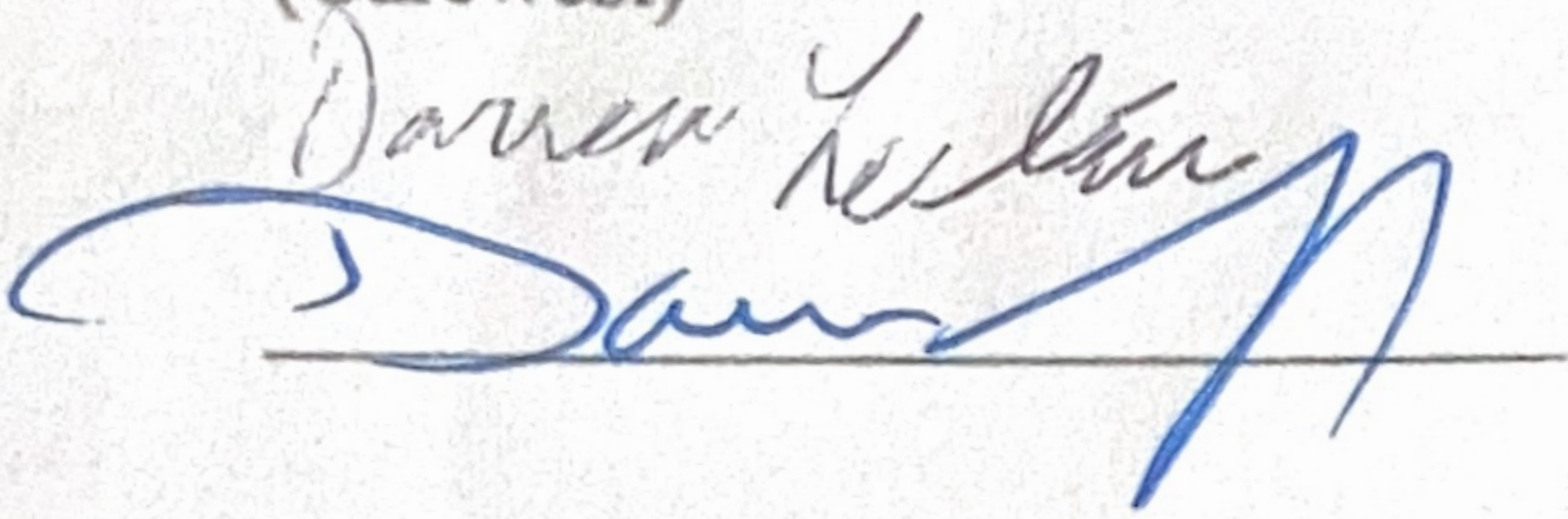
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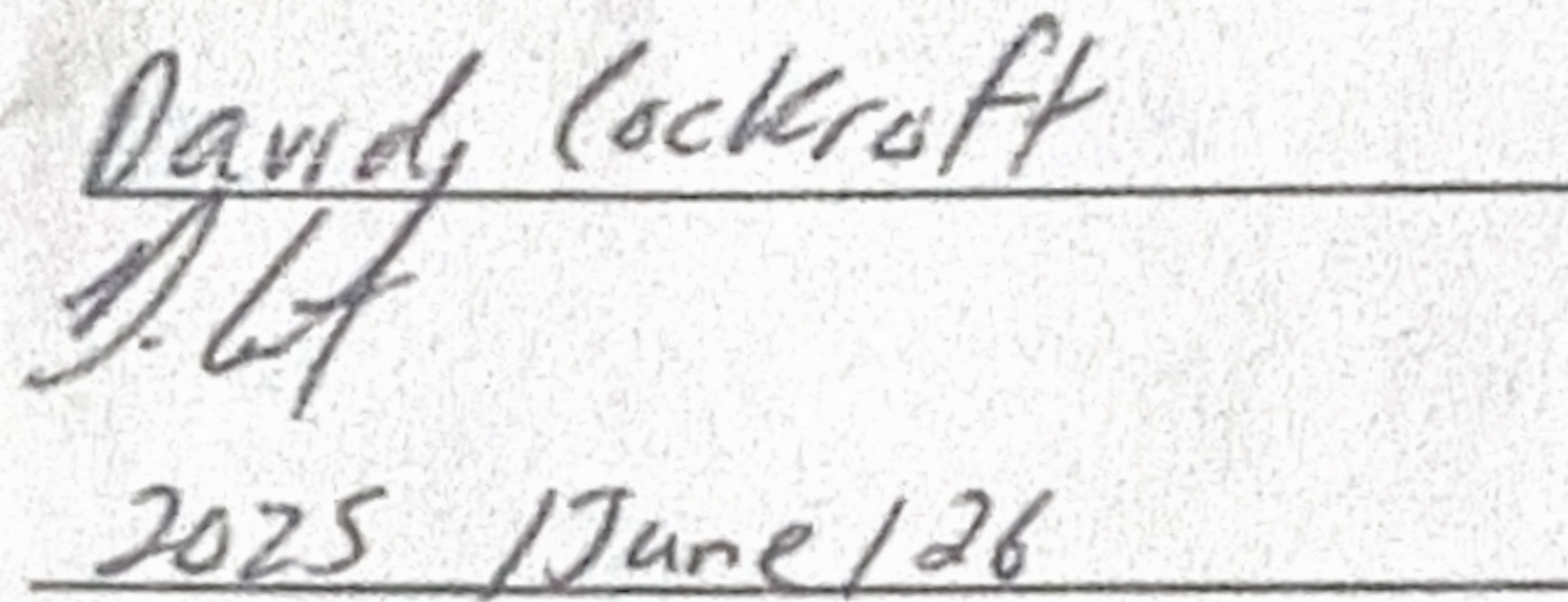
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On Behalf of the Employer  
(Carewest)



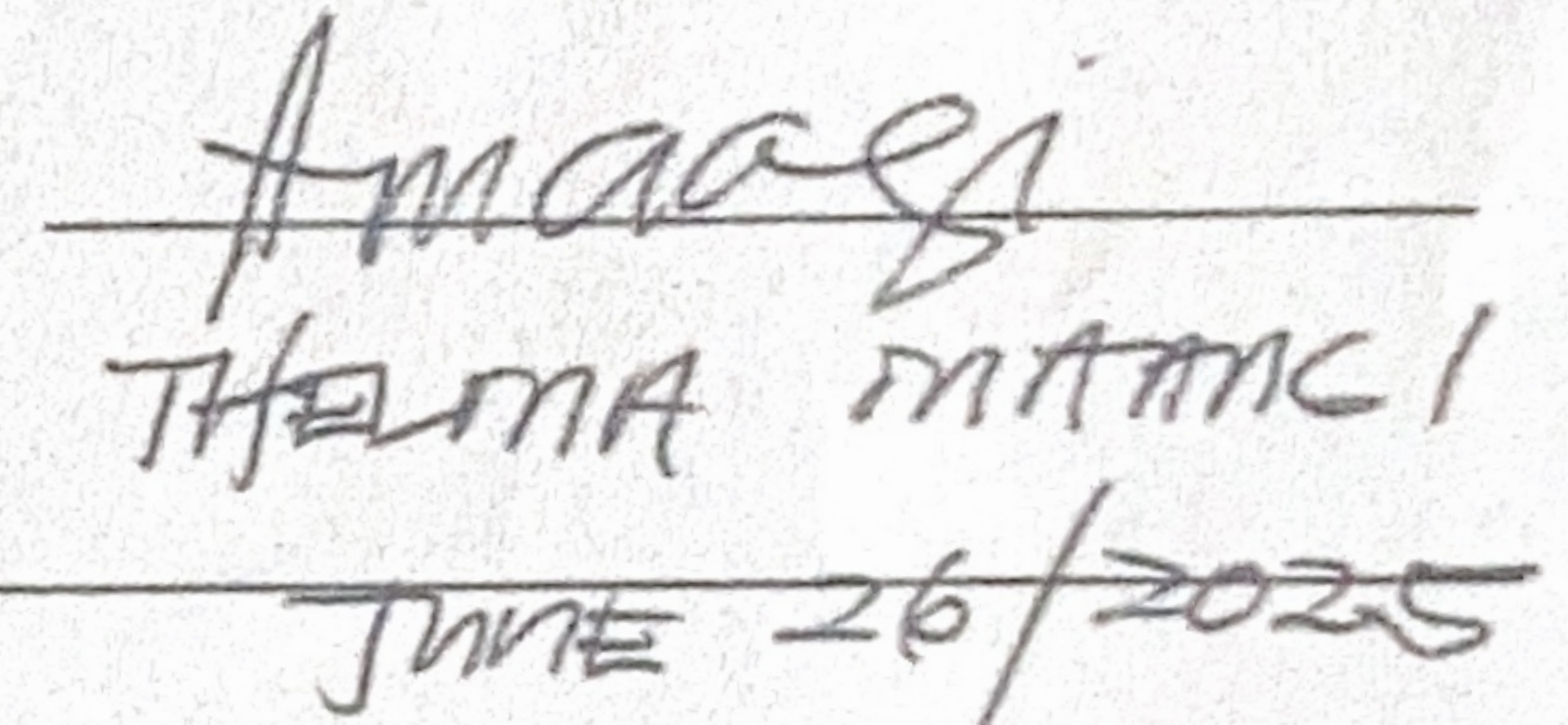
Date: ~~Sept~~ 27/2025  
June

On Behalf of the Union  
(Local 430)

David Cockcroft  
  
2025 / June / 26

Date:

On Behalf of the Union |  
(Local 431)

  
THELMA MATANGI  
JUNE 26/2025

Date: