

**LETTER OF UNDERSTANDING #2**

**BETWEEN**

**INTERCARE CORPORATE GROUP INC.  
(SOUTHWOOD CARE CENTRE)  
(REFERRED TO AS THE "EMPLOYER")**

**AND THE**

**UNITED NURSES OF ALBERTA, LOCAL #432  
(REFERRED TO AS THE "UNION")**

**RE: FIRST COLLECTIVE AGREEMENT IMPLEMENTATION SOUTHWOOD**

Except as provided below the Parties agree, all terms and conditions of the Collective Agreement between Intercare Chinook and UNA Locals 425 shall apply to Southwood Care Centre and UNA Local 432, effective the date of ratification unless otherwise stated. This Letter of Understanding shall form part of the Collective Agreement. Where the Collective Agreement states "Chinook Care Centre" it shall be replaced with "Southwood Care Centre" for the Local #432 Collective Agreement.

**ARTICLE 1: TERM OF COLLECTIVE AGREEMENT**

- I. The Parties agree the first Collective Agreement is effective the date of ratification unless otherwise stated. The Collective Agreement is expired upon ratification and either Party shall provide notice to bargain within seven (7) calendar days of ratification.

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

2. The parties agree that dues deduction shall commence effective the start of the third pay period after the date of ratification.

**ARTICLE 7: HOURS OF WORK**

3. The parties agree that all current schedules are deemed compliant for one-hundred twenty (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.

**ARTICLE 8: OVERTIME**

4. The parties agree that the change in overtime rate from 1.5X to 2.0X shall commence effective the start of the third pay period after the date of ratification.

## **ARTICLE 11: PROBATIONARY PERIOD**

5. An Employee with less than five hundred three point seven five (503.75) hours worked at date of ratification will have their hours worked prior to ratification count towards their probationary period. The Employee shall only be required to work a total five hundred three point seven five (503.75) hours to successfully conclude the probationary period.

## **ARTICLE 12: SENIORITY**

6. Seniority shall be in accordance with the Collective Agreement and shall include the service prior to the date of certification.

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

7. Within ninety (90) days of ratification, each Employee shall receive a letter of hire from the Employer which will include.
  - (a) the items listed under Article 14:06;
  - (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 sixty (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: VACATIONS WITH PAY**

8. Employees shall have their continuous service date with Intercare recognized for the purpose of establishing entitlements for annual vacation.
9. Vacation scheduled and approved prior to the date of ratification shall be honoured, unless cancelled or rescheduled in accordance with Article 17.03 (e). The first vacation year scheduled in accordance with the Collective Agreement shall be from June 1, 2026, to May 31, 2027.

## **ARTICLE 19: SICK LEAVE**

10. Any unused sick leave credits accumulated prior to date of ratification shall be maintained.
11. The parties agree that the change in sick leave accrual rate from one point two five (1.25) days

for each full month to one point five (1.5) days for each full month shall commence effective the start of the third pay period after the date of ratification. The maximum sick leave accrual remains unchanged at one hundred twenty (120) days.

12. Employees who are absent due to medical reasons as of the date of ratification shall be subject to the sick leave and disability provisions in place prior to the date of ratification, until the Employee has returned to work.

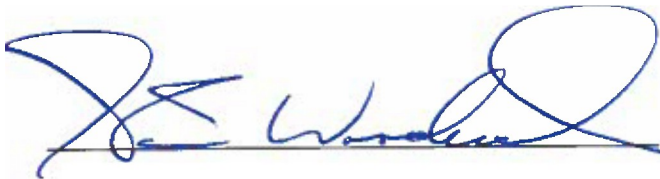
#### **ARTICLE 20: WORKERS' COMPENSATION**

13. Employees who are absent as of the date of ratification on a Workers' Compensation claim shall be subject to the Workers' Compensation provisions in place prior to the date of ratification, until the Employee has returned to work.

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

14. Within ninety (90) days of ratification and inclusive of a fourteen (14) calendar day open enrollment period the provisions of Article 21 shall apply to all eligible Employees.
15. The parties agree that the implementation of the employee benefits plan currently in place for employees at Chinook shall be effective at Southwood at the start of third pay period after the date of ratification.

On Behalf of the Employer (Intercare)



Date: September 18, 2025

On Behalf of the Union (Local 432)



Date: Sept 18/2025