

IN THE MATTER OF A MEDIATION OF THE COLLECTIVE AGREEMENT

BETWEEN:

**UNITED NURSES OF ALBERTA
(THE "UNION")**

AND

**ALBERTA HEALTH SERVICES, COVENANT HEALTH, LAMONT HEALTH CARE, THE
BETHANY GROUP (CAMROSE)
(THE "EMPLOYER")**

SUPPLEMENTAL MEDIATOR'S REPORT OF LYLE KANEE, Q.C.

JANUARY 12, 2022

SUPPLEMENTAL MEDIATOR'S REPORT OF LYLE KANEE, Q.C.

[1] On December 21, 2021, I issued a Mediator's Report that included certain recommendations to the parties in respect to outstanding issues in their collective bargaining.

[2] The parties have contacted me requesting that I issue a supplemental report to clarify or amend certain items in my report as follows:

1. Undergraduate Nurses:

The Lump Sum payment in **Recommendation A** and the 2% Salary Adjustment payable on ratification in **Recommendation B** do not apply to Undergraduate Nurses.

2. Red-Circled Employees:

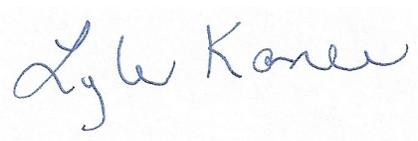
Any Employees currently Red-Circled will receive the 2% Salary Adjustment effective the date of ratification. Unless the current Collective Agreement language permits for it, Red-Circled Employees will not receive the October 1, 2021, September 1, 2022 or April 1, 2023 Salary Adjustments in **Recommendation B**.

3. Date for Acceptance or Rejection of Mediator's Recommendations:

The parties shall have until **January 27, 2022** to accept or reject the Mediator's recommendations.

Dated January 12, 2022

Respectfully Submitted,

A handwritten signature in blue ink that reads "Lyle Kanee". The signature is written in a cursive style and is positioned above a horizontal line.

Lyle S. R. Kanee, Q.C.