

CORRECTION AND CLARIFICATIONS
Issued July 10, 2014
to the

**MEDIATOR'S RECOMMENDATION
FOR THE SETTLEMENT OF THE TERMS OF THE
COLLECTIVE AGREEMENT**

BETWEEN:

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

- and -

THE UNITED NURSES OF ALBERTA

**David Phillip Jones, Q.C.
Mediator**

8 July 2014

CORRECTION

1. The dates in Paragraph (b) in Note 2 on page 29 should read as follows (corrected dates shown in bold):
 - (b) For Part-Time and Casual Employees, the \$1,000 amount is to be prorated based on the proportion of their regular hours actually worked between **April 1, 2014** and **March 31, 2015** (or **April 1, 2015** and **March 31, 2016**, as the case may be) to full-time hours of work at their home site, to a maximum of \$1,000.

CLARIFICATIONS

2. Recommendation L (Personal Leave) is to take effect on the date the parties exchange ratifications:

L. Article 22.08(a) Personal Leave

Effective the date the parties exchange ratification, replace Article 22.08(a) with the following....

Eligible employees who were hired prior to August 1, 2014 will have 3 personal leave days available during the remainder of the 2014-15 contract year. (Eligible employees hired on or after August 1, 2014 will be entitled to the respective prorated number of personal leave days during the remainder of the 2014-15 contract year.) No reduction shall be made for any Special Leave days which an employee has taken under the previous provision prior to the effective date of the new provision.

3. The Benefit Guide is not part of the collective agreement and is not to be included in the booklet containing the collective agreement, letters of understanding, and local conditions.
4. In the updated Letter of Understanding Re: No Reduction of Nursing Hours on page 150 of the collective agreement booklet:
 - The dates in paragraph 2(b) are to be changed to April 1, 2012 and March 31, 2013.
5. The Letter of Understanding Re: Cost of Living Lump Sum Payment on page 147 of the collective agreement booklet is to be updated to read as follows:

RE: COST OF LIVING LUMP SUM PAYMENT (2016/2017 FISCAL YEAR)

The parties agree that:

1. For the April 1, 2016 wage increases in the Salary Appendix, if the Consumer Price Index (CPI), based on the Statistics Canada Annual Alberta CPI figure for 2015, is above 5%, then an Employee shall receive a Cost of Living Lump Sum payment, paid semi-annually, calculated as follows:

(a)

Change in Alberta 2015 CPI	-	5%	=	Cost of Living Protection (%)
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(b)

Cost of Living Protection (%)	X	Regular hours actually worked between April 1, 2016 - September 30, 2016	X	Basic Rate of Pay on March 31, 2016	=	September 30, 2016 Cost of Living Lump Sum Payment*
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(c)

Cost of Living Protection (%)	X	Regular hours actually worked between October 1, 2016 - March 31, 2017	X	Basic Rate of Pay on March 31, 2016	=	March 31, 2017 Cost of Living Lump Sum Payment**
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* Cost of Living Lump Sum Payment to be paid on the first pay day following the pay period which includes September 30, 2016.

** Cost of Living Lump Sum Payment to be paid on the first pay day following the pay period which includes March 31, 2017.

2. 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 month or less;
- (c) Time on sick leave with pay;
- (d) Absences while receiving Workers’ Compensation; and
- (e) Educational leave up to 24 months.

David Phillip Jones, Q.C.
July 10, 2014