

Summary of the Mediators Recommendations (July 15, 2014)

ARTICLE	CLAUSE	SUMMARY
Article 1: Term of Collective Agreement	1.01	<ul style="list-style-type: none"> ▪ 4-year term - expiring March 31, 2017.
Article 7: Hours of Work	7.02	<ul style="list-style-type: none"> ▪ Minimum hours off duty between shifts amended from 15.5 to 15. ▪ A weekend continues to ensure a minimum of 56 hours, provided not more than one hour is worked on the Sunday. ▪ Extended weekend continues to be 79.75, provided not more than one hour is worked on the Monday.
	7.07	<ul style="list-style-type: none"> ▪ Amended to read: "The Employer shall not unreasonably refuse to implement a contractually compliant Shift schedule developed by the Employee(s) and the Local provided the proposed schedule does not result in any additional costs."
Article 16: Responsibility Allowance, Temporary Assignment and In-Charge		<ul style="list-style-type: none"> ▪ Current ▪ *See new LOU re: In Charge Designation for More than One Unit.
Article 17: Vacations with Pay	17.03	<ul style="list-style-type: none"> ▪ Employees shall submit at least 75% of their vacation on the planner.
Article 18: Named Holidays <i>(Signed Off July 9/14)</i>		<ul style="list-style-type: none"> ▪ Clarification of Overtime pay when overtime is worked on a Named Holiday; 2.5x will be paid for a standard Named Holiday, 3x will be paid for overtime worked on Christmas or the August Civic Holiday.
Article 21: Prepaid Health Benefits		<ul style="list-style-type: none"> ▪ New Consolidated Benefits Plan effective January 1, 2015. ▪ No waiting periods. ▪ \$50 per visit for Massage and Physiotherapy - increased from \$35. ▪ Red-circling for sites with 100% coverage for Health and Dental until December 31, 2016. On January 1, 2017, only existing employees will be red-circled. ▪ Alberta Cancer Board Employee's can purchase Basic Life to maintain their 3x Annual Salary, without proof of medical qualification. ▪ Covenant, Lamont, Bethany Group must have substantively equivalent plans. ▪ See Mediators Recommendation Benefits at a Glance for specific detail.
Article 22: Leaves of Absence	22.01(d)	<ul style="list-style-type: none"> ▪ Normal cost sharing 75%/25% of benefits for those on Maternity or Adoption Leave will continue for 12 weeks after the health related portion of the leave.
	22.08 (a)	<ul style="list-style-type: none"> ▪ Personal Leave of three (3) days per fiscal year to replace Special Leave. Employees shall request the days as early as possible and the Employer cannot unreasonably deny.
Article 23: Discipline, Dismissal and Resignation	23.11	<ul style="list-style-type: none"> ▪ Timelines for the purpose of discipline shall be "be deemed to mean such periods of time calculated on consecutive calendar days exclusive of Saturdays, Sundays, and Named Holidays which are specified in Article 18: Named Holidays".

ARTICLE	CLAUSE	SUMMARY
Article 26: Educational Allowances	26.04	▪ Retroactivity for Education Allowances shall be limited to 12 months.
	26.01(c)	▪ Inclusion of CARNA as a body that can recognize a degree as equivalent for the purpose of education allowance.
	26.05(b)	▪ Inclusion of Mount Royal University – Advanced Studies in Perinatal and Neonatal Nursing.
Article 32A: Grievance Procedure	32.04	▪ Participating Employees (the grievor and a Local representative) shall not suffer a loss of earnings at grievance meetings.
	32.11	▪ Added Lyle Kanee, Rob Garden and Jan Alexander Smith to the list of Arbitrators.
Article 35: Professional Development	35.06(a)	▪ Increase Professional Fee reimbursement from \$100 to \$250.
Article 36: Professional Responsibility <i>(Signed Off July 9/14)</i>		▪ See LOU – Professional Responsibility
LETTERS OF UNDERSTANDING		
New - Re: In-Charge Designation for more than One Unit		<ul style="list-style-type: none"> ▪ The Employer may ask the Local to agree to combine more than one unit for the purpose of designating an RN/RPN in-charge of more than one. ▪ Provided the site is long term care or combined long term care, or the level of care doesn't not require an RN/RPN by regulation and/or standard ▪ Where it is agreed the RN/RPN will be provided an appropriate orientation, the ability to communicate between units and there shall be at least one other regulated professional on each unit. ▪ An Employee assigned in charge of more than one unit will be paid \$3.50 per hour. ▪ There will be no loss of hours of work for any existing member of the bargaining unit.
New – Professional Responsibility		▪ The parties will forthwith establish a forum for good faith discussions during the term of the collective agreement about how to improve the effectiveness of the Professional Responsibility Committee and addressing concerns about safe staffing.
Re: No Reduction of Nursing Hours		▪ Amend benchmark year for no reduction of nursing hours from 2009/2010 to 2012/2013.
SALARIES		
Salaries		<ul style="list-style-type: none"> ▪ 2013 – 0% - \$2000 Lump Sum ▪ 2014 – 2% - \$1000 Lump Sum ▪ 2015 – 2.25% - \$1000 Lump Sum ▪ 2016 – 3%