

**LETTER OF UNDERSTANDING**

**BETWEEN**

**ALBERTA HEALTH SERVICES  
(EMPLOYER)**

**AND**


**UNITED NURSES OF ALBERTA**

**RE: OPERATIONAL BEST PRACTICES**

Whereas the Employer intends to implement its Operational Best Practices program in order to achieve business efficiencies:

Now therefore the parties agree as follows:

1. Although the parties recognize that there will be positions eliminated, displacement and re-deployment, the Employer agrees there will be no involuntary reduction of fulltime equivalency (FTE) of any member of the bargaining unit as a result of the Operational Best Practices program.
2. The parties agree to work together on a Local and Provincial basis and to share all relevant information in a timely manner.
3. The parties commit to continue to work together in order to operationalize this Letter of Understanding.
4. This Letter of Understanding will be in effect until March 31, 2017, or upon the date of ratification of a new Collective Agreement, whichever is later.

  
\_\_\_\_\_  
(Employer)

Date: 11/04/16

  
\_\_\_\_\_  
(Union)

Date: November 4/16