

Summary of AHS and UNA July 8, 2021 Proposals 2020 Negotiations

Article	AHS	UNA
Article 1: Term of Agreement	<ul style="list-style-type: none"> Four years: Expires March 31, 2024. 	<ul style="list-style-type: none"> Two years: Expires March 31, 2022.
Article 2: Definitions	<ul style="list-style-type: none"> 2.20: For the purpose of applying this collective agreement, time worked shall be deemed to have been worked on the day on which the majority of hours of the shift fall. 	
Article 3: Recognition	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 4: Management Rights	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 5: Union Business	<ul style="list-style-type: none"> Current Agreement 5.07 Agree to add "Joint Committee" if UNA agrees to changes in Letter of understanding #6 	<ul style="list-style-type: none"> 5.01 (b): The Employer shall specify if the position held is "at", "at or out of", "multi-site", "designated float", or "combined position" 5.07 (b): Add "Joint Committee" to Union leaves that cannot be denied.
Article 6: No Discrimination	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 7: Hours of Work and Scheduling	<ul style="list-style-type: none"> Consequential 7.01(a)(ii): Change 36.81 hours per week to 73.62 hours per 14 calendar day period. 	<ul style="list-style-type: none"> 7.03(a): 12 week advance schedule posting must include Christmas and New Year's scheduling adjustments. 7.04(a): Changes to days of rest or scheduled shift requires 28 days notice and paid at 2X for the first 3 shifts that are changed. 7.04(b): Employees shall be directly notified of changes in their schedule and Employees must confirm the change. 7.04(b)(i): If an app is needed for scheduling the Employer will reimburse for the cost. 7.04(b)(ii): Confirmation will be provided to all Employees who indicated a willingness to pick-up the additional shift. 7.04(c): Mutually agreed changes to the schedule 28 days notice

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Article 8: Overtime	<ul style="list-style-type: none"> • Consequential • 8.01(c): Cap overtime bank at 38.75 hours. 	<p>shall not apply.</p> <ul style="list-style-type: none"> • 8.01(b): Delete “in which it is impossible to obtain prior authorization.” • 8.04(e): New - The Employer shall advise the Local whenever mandatory overtime is utilized, in addition the Employer will report to the Local on a monthly basis the total amount of overtime worked per unit, program or office. • 8.06: Change 4 hours to 3 hours (when Employee must have access to a meal and snacks). • 8.07(a): Increase from 8 to 10 consecutive hours off duty after working overtime preceding employee’s next shift, unless otherwise requested by the Employee. • 8.07(c): New - if the Employee is unable to take the 10 consecutive hours in (b), the Employee shall be paid at 2X for the missed time. • 8.08: New - There shall be no cancellation of overtime with less than 2 hours notice.
Article 9: On-Call/Call-Back	<ul style="list-style-type: none"> • 9.02(a)(ii): ADD “An Employee shall not be paid any on-call premium for an on-call period cancelled with advance notice.” • 9.04(b): When a Regular or Temporary Employee who has not been assigned on-call duty is called and required to report for work “without undue delay”, the Employee shall be deemed to be working overtime and shall be paid for all hours worked or for three (3) hours, whichever is the longer, at the “applicable” overtime rate. NOTE – this would allow the Employer to add additional shifts to part-time Employees without attracting overtime payment unless the Employee has been told to report “without undue delay” 	<ul style="list-style-type: none"> • 9.03: Increase pay from \$3.30 to \$5.00 per hour for on-call on a regular work day AND change \$4.50 to \$6.00 per hour for on-call on days of rest or Named Holidays • 9.07(a): Increase from 8 to 10 consecutive hours off duty in the 12 hours preceding the Employee’s next shift, unless otherwise requested by the Employee. • 9.07(c): New - if the Employee is unable to take the 10 consecutive hours in (b), the Employee shall be paid at 2X for the missed time.

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Article 10: Transportation		<ul style="list-style-type: none"> • 10.05(a): Monthly allowance is paid whether or not the Employee was required to use the vehicle. • 10.05(e) New :An expense claim shall be submitted within 6 months of the incurred expense. • 10.05(f): If an Employee is required to have a safety inspection, the Employer will pay for the inspection.
Article 11: Probationary Period		<ul style="list-style-type: none"> • 11.03: New - For each unit/office/program/ the educator/clinician or Manager shall be responsible, in consultation with the Employees, for establishing a specific orientation package for all new hires and for completing/signing off each initial practical skill required. The duration of the orientation shall be determined in consultation between the Employee and the immediate supervisor. • 11.06 New: During any orientation or re-orientation period the orientee shall be supernumerary.
Article 12: Seniority	<ul style="list-style-type: none"> • 12.02 (a) (i) Only Employees working the permanent shifts can select permanent shifts in a new rotation. • 12.03(b): Seniority is broken, all rights forfeited and there no obligation to rehire ... unless the Employee has been recalled to “a regular or temporary position” within 12 months. (SEE 15.05 (f)). 	<ul style="list-style-type: none"> • 12.02(a)(iii): New - When a new rotation is posted Employees cannot use seniority to select permanent evening, permanent nights or permanent night & evening lines that other Employees have already been working.
Article 13: Evaluations and Personnel File	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • 13.01(d) Add - a letter of expectation will be removed upon completion of the educational component (if applicable).
Article 14: Promotions, Transfers & Vacancies	<ul style="list-style-type: none"> • The Employer would like to discuss potential options for streamlining the recruitment process. • 14.01(d)(v): Change to “FTE” and move the current (v) to (vi) and state the hours per shift and shifts per cycle is “for 	<ul style="list-style-type: none"> • 14.01(f): New - The Employer shall notify the Local if a position is being cancelled, reposted or if a position is being eliminated or amended to a different classification in this or any other bargaining unit. • 14.02(b): An Employee who takes a temporary position is assured

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	<p>information purposes only.”</p> <ul style="list-style-type: none"> • 14.02(d)(ii): Limit ability to apply on temporary positions, unless the posted position commences after the current temporary position. • 14.03(d)(iii): Delete - Current provides unrestricted ability to apply for other temporary positions within the same unit. • 14.03(e): Change mutual agreement regarding extending temporary positions so that it is between the Employer and Employee. Local agreement is only required if it is a specific job as specified in 2.04(c)(i). • 14.10: specify” change of FTE in accordance with” Article 14.15. • 14.10(c): Renumber current (c) to (d). New (c) is “FTE”. • 14.10(d): number of hours per shift and shifts per shift cycle will be “for information purposes only”. Thus a change would not trigger position elimination rights. • 14.15: Change “regular hours of work” to “FTE” throughout 14.15. • 14.15(a)(iii): Delete - Current prevents the elimination of hours when granting a request. • 14.15(a)(iii): New - “Where the Employer determines that the vacated FTE will be maintained” the Employer may offer the vacated FTE in whole or in part...or may post the FTE in whole or in part” as a vacancy. • “14.15(a)(iv): Delete - Current allows Employer to offer additional shifts to Employees on the unit if remaining hours are less than .4 FTE. • 14.15(b)(i)(A): Delete “FTE’s of less than .4. Delete restriction of temporary FTE’s “of less than 12 months and less than .4”. 	<p>return to their previous position.</p> <ul style="list-style-type: none"> • 14.07(c)(ii): An Employee returning to her former position during the trial period is assured her position unless it has been filled by a Regular Employee. • 14.09: Delete • 14.10: Add information to the letter of hire that is included in the posting (but not currently required in the letter of hire ie. A general description of the work, current shift pattern, the home site, the unit and program and the expected term if it is a temporary position). • 14.15: The Employer shall provide “complete reasons” with the approval or disapproval of a request to increase or decrease regular hours of work.

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	<p>Delete “for members of the bargaining unit only”.</p> <ul style="list-style-type: none"> • 14.15(b)(i)(B): Remove obligation to offer hours to Regular Part-Time Employees “If” the hours are offered, it may be “in whole or part”. • 14.15(b)(ii): Delete requirement to post if the hours equal or exceeds .4 FTE. • 14.15(b)(iii): Delete - Current language deals with offering hours to Regular Part-time Employees if there are no qualified applicants. • 14.15(b)(iv): Change “regular hours of work” to “FTE”. Change “number of shifts over shift cycle” to “FTE increase” • 14.15(b)(vi): Change “regular hours of work” to “FTE”. • 14.15(b)(viii): Only if there are Employees on layoff “within a radius of 50KM” would Employees to unable to increase their regular hours. • 14.15(b)(ix): Change “regular hours of work” to “FTE”. • 14.15(c) to (h): change “regular hours of work” and “hours of work” to FTE. • 14.15(b)(i): Delete all reference to Article 14. Implications/intent unclear. • 14.16: A request to “change” versus “transfer” from a “regular position” to casual status shall not be unreasonably denied. ADD “For clarity, a trial period shall not apply to Employees who change to casual status.” 	
Article 15: Layoff and Recall	<ul style="list-style-type: none"> • 15.04(c)(i): Change “place” to “assign”. Delete “of the Employee’s choice.” • 15.04(d): Create (i) and (ii). • 15.04(d)(i): Limit red circling for Employees who have been displaced to 12 months. 	<ul style="list-style-type: none"> • Current Agreement.

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	<ul style="list-style-type: none"> • 15.04(d)(ii): Red circling in (d) (i) does not apply to Employees who voluntarily choose a position in a lower classification, or displaces another Employee in a lower classification, if they could have exercised either option in the same classification. • 15.05(f): Recall rights will end 12 months from the date of layoff. 	
Article 16: Responsibility Pay	<ul style="list-style-type: none"> • Amend- change a “person” to a “regulated health professional” • 16.02(d): Delete - Results in no requirement to have an RN or RPN in-charge. 	<ul style="list-style-type: none"> • 16.01(a): Increase \$2 to \$3 per hour. • 16.02(a): An RN or RPN shall be designated in charge of each unit and community office. Delete ability to be absent for 2 hours. • 16.02(b): Increase \$2 to \$3 per hour. • 16.02(c): Add “Employees designated in charge are able to, and expected to, use their best professional and clinical judgement and continue to flex staffing ratios and authorize overtime to ensure appropriate staffing levels based on overcapacity/surge beds and unit capacity to ensure patient safety • 16.02(d): Delete - See 16.02 (a). Must always be an RN or RPN in-charge. • 16.06(c): Preceptor Pay – Pay to Employees assigned to supervise educate or observe an Employee new to the unit, office or program.
Article 17: Vacations With Pay	<ul style="list-style-type: none"> • Current Agreement. 	<ul style="list-style-type: none"> • Current Agreement
Article 18: Named Holidays	<ul style="list-style-type: none"> • 18.03(a): Remove “Except as specified in Article 18.03(b) and replace it with “Notwithstanding Article 2.20.” • 18.03(b): Delete – (superstats). • 18.03(d)(ii): Delete - See 18.03 (b) proposal. 	<ul style="list-style-type: none"> • 18.01(a): Addition of National Indigenous People Day (June 21st).
Article 19: Sick Leave	<ul style="list-style-type: none"> • “The Employer wishes to discuss the definition of disability relative to Article 19.07.” 	<ul style="list-style-type: none"> • 19.07(b): An Employee who does not qualify for LTD because of age shall continue to receive benefits for up to 24 months.

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	<ul style="list-style-type: none"> 19.07(a)(ii): Reinstatement is “subject to identifying a position the meets the Employee’s functional abilities and work restrictions”. 	
Article 20: Workers’ Compensation	<ul style="list-style-type: none"> “The Employer would like to discuss the administration of Article 20.01.” NOTE – see AHS July 6 add NEW (b) & (c) re Employer administering WCB benefits when Employee has exhausted sick leave credits. 20.02(b): Refer to changes proposed to Article 19.07(a)(ii) above. 	<ul style="list-style-type: none"> 20.01: Add “If full net salary is not paid in a timely manner, the Employer shall be subject to a penalty payment to the Employee at a rate of 2X the basic rate of pay.”
Article 21: Employee Benefits	<ul style="list-style-type: none"> “The Employer would like to discuss the definition of disability.” 21.06(a) and (b): - Delete. Only Employees whose scheduled hours are equal to or greater than 15 hours per week and temporary positions greater than 6 months will be entitled to benefits. Currently Employees less than 15 hours or temporary positions less than 6 months are entitled to all benefits except 21.01 (c). 	<ul style="list-style-type: none"> See Letter on Understanding #18. No prescription for physiotherapy, massage treatment, compression stockings or orthotics. NEW – create a flexible spending account of up to \$1000 per Employee per year. To be uses for additional wellness and health care expenses including top up for existing coverage. Increase compression stockings from 2 to 4 pairs/year. Include occupational therapy under the same section as physical therapy coverage. Employees can access physical therapy or occupational therapy at a rate of \$50/visit with a combined maximum of 20 visits/year. Specify 100% of diabetic supplies, including continuous and intermittent sensors.
Article 22: Leaves of Absence	<ul style="list-style-type: none"> 22.13(d): The Employee may mutually agree to complete a worker domestic/personal violence individualized safety plan, but the Employer would no longer be required to complete a hazard assessment. 	<ul style="list-style-type: none"> 22.02: A general leave “shall not be unreasonably denied.” 22.03(a): Increase Bereavement leave in the event of the death of a spouse, child or step child. No loss of regular earnings for the first month. 22.04(f): Require reinstatement to the same position for Maternity Leave.

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	<p>22.11 Amend (see July 6, 2020, very similar to UNA. Specify Legislative Assembly of Alberta and require 28 days notice of return)</p>	<ul style="list-style-type: none"> • 22.05(a): Require reinstatement to the same position for Adoption/Parental Leave. • 22.08(a): Increase from 3 to 5 Personal Leave days. • 22.11: Provisions that apply to an Employee elected to the Legislative Assembly (Conflict of Interest Act prevents Employee's of AHS sitting as members of the Legislative Assembly). • 22.15 New – Doner Leave.
Article 23: Discipline, Dismissal and Resignation	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Article 24: No Strike or Lockout	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Article 25: Salaries	<ul style="list-style-type: none"> • 25.02(b)(i): Removed "Board" and replaced it with "Committee." As a result, NEPAB replaced with NEPAC. • 25.02(b)(ii): Removed "Temporary" and replaced it with "Provisional." 	<ul style="list-style-type: none"> • 25.02(b) / (ii): Removed "Temporary" and replaced it with "Provisional."
Article 26: Educational Allowances		<ul style="list-style-type: none"> • 26.04: Remove "to a maximum of 12 months."
Article 27: Recognition of Previous Experience	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Article 28: Shift Differentials and Weekend Premium	<ul style="list-style-type: none"> • 28.01(a): Reduce evening shift differential from \$2.75 to \$2.24 per hour. • 28.01(a)(i)(ii)(iii): Remove Employees working a shift where the majority of such shift falls within the period of 1500 hours to 2300 hours. The Employer change 1500 hours to 1900 hours. Shift differential would apply for Employees for each regular scheduled hour worked between 1900 hours and 2300 hours, this applies to overtime hours worked that fall within that period as well. • 28.01(a)(iv): Remove "Notwithstanding (ii) above, for 	<ul style="list-style-type: none"> • Current Agreement

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	<p>Employees working a regular shift that concludes between 1500 and 1700 hours, no shift differential will be paid.”</p> <ul style="list-style-type: none"> • 28.01(b): Reduce night shift differential from \$5.00 to \$3.48 per hour. • 28.01(b)(i): Remove Employees working a shift where the majority of such shift falls within the period of 2300 hours to 0700 hours. • 28.02: Reduce weekend premium from \$3.25 to \$2.69 per hour. • 28.02(a): Remove “to Employees working a shift wherein the majority of such shift falls within a 64 hour period commencing at 1500 hours on a Friday.” • 28.02(b)(c): Remove “after 1500 hours on a Friday provided that greater than one (1) hour is worked.” Amend 64 hour period to 48 hour period commencing at 0000 not 1500 hours on a Saturday not Friday.” Applies to worked overtime hours as well. • 28.02(d): Remove “Notwithstanding (d) above, for Employees working a regular shift that concludes between 1500 hours and 1700 hours on a Friday, no weekend premium will be paid for hours worked on the Friday.” 	
Article 29: Pension Plan	<ul style="list-style-type: none"> • 29.05(a): Remove “Effective April 1, 2018.” 	<ul style="list-style-type: none"> • 29.05(b): Remove “Regular” as this will allow Casuals to opt in and participate in either the RRSP or TFSA with the Employer matching their contributions. • 29.05(c): If Employees cannot participate in the RRSP due to the virtue of their age they can still participate in the TFSA or receive an additional 2% of their regular earnings. • 29.06: Add - that the Employer shall inform all Employees who transfer from a non-pension eligible

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		position to a pension eligible position of their right to participate in LAPP and RRSP/TFSA.
Article 30: Part-time, Temporary and Casual Employees	<ul style="list-style-type: none"> • Consequential • 30.01(a)(i): Change 36.81 hours per week to 73.62 hours per 14 calendar day period. • 30.01(a)(iii): The BROP shall prevail for all additional hours and/or shifts worked by a Part-time Employee beyond their scheduled hours of work provided the hours do not qualify for overtime pursuant to 30.01(c). • 30.01(a)(iv)(v): Delete - As per above. • 30.01(b): Delete - DDO throughout Article. • 30.01(c)(i): "Overtime is all additional hours authorized by the Employer and worked by an Employee in excess of 7.75 hours per day or 73.62 hours per 14 calendar day pay period." • 30.01(e)(iii): "Vacation time on unscheduled days - "Regular Part-time Employees may request, and the Employer may agree, to provide vacation pay for all unscheduled days within their approved vacation block up to full-time hours, provided the Employee has sufficient vacation hours accrued in their bank at the start of their approved vacation block. This Agreement will not be considered a payout but instead will be coded and paid as regular vacation taken. Article 17.03(g) will not apply for the vacation hours coded under this arrangement." • 30.01(f): "Notwithstanding Article 2.20" a Part-time Employee required to work on a Named Holiday shall be paid at 1 1/2X the Employee's BROP for work performed up to 7.75 hours. Delete - (superstats). 	<ul style="list-style-type: none"> • 30.01(b)(i)(ii): Part-time Employees able to exchange their DDO other "specific" non-scheduled days. Indicating availability shall not be construed as agreement to exchange DDO's. • 30.01(c)(iv): Part-time Employees who work at another site covered by the CA can once a year provide proof of hours worked at the BROP for the other Employer, or site and have those hours applied for the purpose of achieving further increments. Hours worked in another classification, provided it is work covered by the CA, shall be included, however be paid in accordance with the wage rate of the classification of the position held at the applicable site. • 30.01(c)(v)(A)(B): The provision in 30.01(c)(iv) shall come into effect upon ratification and retro shall apply (A): Prior to March 31, 2015, and upon proof of hours worked, Employees will be advanced to the highest step on the salary grid achieved working at another site, or for another Employer covered by the CA. (B): Employees can only advance one step per year. • 30.03(a)(v): Casuals are entitled to overtime worked in excess of 147.25 hours averaged over a four week period starting the first day of the first pay period. • 30.03(a)(vi)(A): If apps are needed in order to pick up additional shifts the Employer will reimburse the Employee. • 30.03(a)(vi)(B): Confirmation will be provided to Employees who indicated a willingness to pick up the additional shift. • 30.03(b) - 9.03: Casual Employees increase pay from \$3.30 to \$5.00per hour for on-call AND change \$4.50 to \$6.00 per hour for

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	<ul style="list-style-type: none"> • 30.03: Add - Article 35: Professional Development - 35.03. •30.03(e): “Notwithstanding Article 2.20, a” Casual Employee required to work on a Named Holiday shall be paid at 1 1/2X the Employee’s BROP for work performed up to 7.75 hours.” Delete - (superstats). • 30.03(h): 35.03 – “Upon request, each Casual Employee shall be granted 1 professional development day annually for professional development, at the BROP provided the Employee has worked consistently over the current fiscal year. An Employee shall be advised, prior to taking any professional development days of any transportation, registration fees, subsistence and other expenses that will be paid by the Employer.” “Such hours not used in each fiscal year shall not be carried forward into subsequent years.” “Applications for such paid professional development opportunities shall be made in writing, to the Employer as early as possible.” • 30.03(l): “A Casual Employee who has not worked any hours within a 3 month period without making prior arrangements that would allow for a period of inactivity, will be deemed to have terminated their services with the Employer.” 	<p>on-call for Named Holidays.</p> <ul style="list-style-type: none"> • 30.03(c)(ii): Casual Employees who work at another site covered by the CA can once a year provide proof of hours worked at the BROP for the other Employer, or site and have those hours applied for the purpose of achieving further increments. Hours worked in another classification, provided it is work covered by the CA, shall be included, however be paid in accordance with the wage rate of the classification of the position held at the applicable site. • 30.03(c)(iii)(A)(B): The provision in 30.03(c)(ii) shall come into effect upon ratification and retro shall apply (A): Prior to March 31, 2015, and upon proof of hours worked, Employees will be advanced to the highest step on the salary grid achieved working at another site, or for another Employer covered by the CA. (B): Employees can only advance one step per year. • 30.03(g): Casual Employees may elect to be covered by Article 21 provided the Employee pays the full cost of the premiums. • 30.03(h): Casual Employees if required to appear in court for jury selection, jury duty, witness in a criminal matter, or as a witness in matter arising out of their employment the Employee shall be granted a LOA at their BROP. Any reimbursement paid to the Employee is to be paid to the Employer.
Article 31: Copies of the Collective Agreement	<ul style="list-style-type: none"> • Current Agreement. 	<ul style="list-style-type: none"> • Current Agreement.
Article 32: Grievance/ Arbitration	<ul style="list-style-type: none"> • 32.11(c): Remove “Les Wallace” and add Leanne Young. Add to the Note: “Or to refer matters to arbitrators not listed in an effort to identify potential new arbitrators for future inclusion on the above list.” • 32.11(e): Remove six (6) month 	<ul style="list-style-type: none"> • 32.11(c): Remove “Les Wallace.”

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	time period for the arbitrator to meet the parties and 60 day time period to render their decision to the parties after the completion of the hearing.	
Article 33: Overpayments	<ul style="list-style-type: none"> 33.05: NEW – “Payroll underpayments shall only be corrected for the 12 month period prior to the discovery of the error.” 	<ul style="list-style-type: none"> Current Agreement
Article 34: Occupational Health and Safety	<ul style="list-style-type: none"> 34.02(f)(ii) & (ii): Issues are to be discussed by the Committee with the Senior Program Officer (SPO) before the matter is referred to the CEO. If the issue is unresolved after meeting with the SPO the issue shall be referred to the CEO. 	<ul style="list-style-type: none"> 34.01: Remove “Basic” and add “Applicable” Rate of Pay. 34.02(a): Remove “Basic” and add “Applicable” Rate of Pay. 34.07(b): “The Employer shall have in place a domestic violence policy which shall be reviewed annually, and revised as deemed appropriate, by the Committee.” 34.07(c): Remove “public areas to” and replace it with “areas accessible to the public.” 34.10: “The Employer will have a policy prohibiting any audio, video photographic recording by parties or public without prior consent of affected members of the bargaining unit. In event of such recording the Employer shall bear the cost of any remedial actions.” 34.11: “In the event of assault, (including but not limited to physical, sexual, verbal or psychological) the Employer shall support the Employee to the fullest extent, and shall not attempt to influence the Employee from reporting the issue to the police.”
Article 35: Professional Development	<ul style="list-style-type: none"> Current Agreement Note that Article 30.03 amends 35.03 for Casual Employees. 	<ul style="list-style-type: none"> 35.02(a): Add - “completion of such sessions.” 35.02((a)vi): Add - “Annual Continuing Education or equivalent.” 35.02(a)(vii): Add - “Prevention and management of disruptive behavior.” 35.02: Add - “The Employer shall pay for all certifications or recertification programs which are

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		<p>identified as required or preferred. Employees who attend any identified certifications or recertification programs shall suffer no loss of regular earnings for attending such programs.”</p> <ul style="list-style-type: none"> • 35.03: Professional Development Days from 3 to 4. • 35.06(a)(b): The Employer will reimburse Employees the full cost of their Professional College fees. • 35.06(c): Remove “dues” and replace it with “fees.”
<p>Article 36: Professional Responsibility</p>	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • 36.02: Remove “Basic” and add “Applicable” Rate of Pay. • 36.03 – New: • (a): “For each unit, program or other work area, the Employer shall, within 30 days of ratification, provide the Local with a report describing the number of bargaining unit members which constitutes the “core,” “basic,” or minimum staffing requirements, and complete rationale as to how this number was arrived at.” • (b): If the Local believes the numbers are unsafe/unreasonable a joint ad hoc committee shall be struck. • (c): “Failing resolution of the dispute by the ad hoc committee, the Union shall have the right to present the issue to a special “Safe Staffing Committee.” The Safe Staffing Committee shall be comprised of one (1) patient care expert appointed by the Union and one (1) patient care expert appointed by the Employer, and a third patient care expert appointed by the Director of Mediation Services for the Province of Alberta. The Committee shall meet and hear presentations from the Union and the Employer and shall review the staffing, based on the submissions and the staffing levels in areas such as Australia, New York and California, where staffing

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		<p>levels are mandated by legislation or collective agreement. The Committee shall issue findings within 60 days of the submissions. The Committee is a body constituted to provide a method of settlement of differences pursuant to the terms of Division 22 of the Labour Relations Code.”</p> <ul style="list-style-type: none"> • (d): “In the event a new work area is created or a unit, program or office is modified, causing the Employer to alter the number of core staff, items (a) through (c) shall apply.” • (e): “In the event patient acuity or the focus of the unit, program or office is modified, causing the Employer to alter the number of core staff, items (a) through (c) shall apply.” • (f): “In the event that additional patients/clients/residents are added to the workload, additional bargaining unit members shall be assigned. If there are no additional bargaining unit members available, there shall be no additional patients/clients/residents assigned to the work group.” • (g): “The joint ad hoc committees shall also review and may make recommendations on the ways to reduce administrative costs. These matters shall not be subject to “Safe Staffing Committees.” • (h): “On a daily basis, the Employer shall notify the Local and Union whenever the staffing levels falls below the core staffing levels; along with the reasons why.” • 36.04: New - “There shall be no discrimination, restriction or coercion exercised or practiced by either party against any Employee or Manager who identifies a professional responsibility concern or participates in the process.” • 36.05: New - “The Employer shall provide annual mandatory Professional Responsibility Committee instruction to all

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		<p>managers, front line staff and committee members.”</p> <ul style="list-style-type: none"> • 36.06: New - “On a daily basis, the Employer shall notify the Local and Union of the number of “over-capacity” patients and equivalent indicator for non hospital settings.”
<p>Article 37: Extended Work Day</p>	<ul style="list-style-type: none"> • Would like to discuss the “4 on & 4 off” rotation. • Consequential Amendments • 37.01(a): Remove “the Local” and add “ the majority of affected Employees” and “Employer and the Local.” This removes the authority for the Local to agree. • 37.01(b): “Notwithstanding 37.01(a), the Employer may implement extended work days and a resultant compresses work week in new units, sites, or programs. An Employee’s application under Article 14: Promotions, Transfers and Vacancies, in response to the extended work day position constitutes their agreement to work under the provisions of Article 37: Extended Work Day. The Employer and the Local shall evidence such agreement by signing a document indicating: <ul style="list-style-type: none"> (i): Applicable nursing unit; (ii): Applicable positions; and (iii): Applicable extended work day option. <p>Such List may be amended from time to time by agreement of the Employer and the Local.”</p> • 37.01(c): Add - “and 37.01(b)” and “provided however that the Local has the support of the majority of affected Employees.” • 37.02: Add - “or (b).” <p>Option I: 11.08 Hour Extended Work Day</p> <ul style="list-style-type: none"> • 37.02(A)7.01(a)(ii)(ii): Remove “36.93” and “week” and add 	<ul style="list-style-type: none"> • 37.02(C): UNA wishes to discuss evening shift. • 37.02(C)(g)(iii) & (E)(g)(iii): Add - “provided that the Employee shall not be scheduled to work more than 2 consecutive weekends.” • Same as above for Option II: 9.75 Hour Extended Work Day. • 37.08: Add - “11.08 hours if Named Holiday is worked.” Clarity for paid time for hours not worked and hours worked on a Named Holiday for Extended Workers. • 37.09: Pay for the day shall be for 11.08 hours – delete 7.75 hours.

Article	AHS	UNA
	<p>“73.86” and “14 calendar day period.” Consequential change.</p> <ul style="list-style-type: none"> • 37.02(C)7.02(e): Request from an Employee to work permanent nights shall be at the Employer’s discretion. Remove “not be unreasonably withheld but.” Consequential change. • 37.02(C)(e.1): Delete. • 37.02(D): Remove “36.93” and “week” and add “73.86” and “14 calendar day pay period.” Consequential change. • 37.02(E): Delete - DDO throughout Article. <p>Option II: 9.75 Hour Extended Work Day</p> <ul style="list-style-type: none"> • 37.02(A)7.01(a)(ii) & (D): Remove “37.05” and “week” and add “74.10” and “14 calendar day pay period.” Consequential change. • 37.02(E): Delete - DDO throughout Article. Define weekend and minimum hours off for extended weekend – “unscheduled” remove “off duty.” • 37.03(a): Overtime is all “additional hours” and “or the regular bi-weekly hours.” Delete DDO’s. • 37.13: - Delete. • 37.14: Add - “Notwithstanding Article 2.20.” Delete - superstats. • 37.16: Add - “Notwithstanding Article 2.20.” Delete - superstats • 37.17: - Delete and Add - “A Casual or Part-time Employee who agrees to work an extended work day shift shall be paid at the basic rate of pay for all hours worked up to the regular daily hours specified in the applicable option in Article 37.02 unless:” (a): “Otherwise entitled to overtime under the provisions of Article 30.03(a)(v) or 37.03 8.01(a); or” 	

Article	AHS	UNA
	(b): "Booked for a shift of up to 7.75 hours and subsequently extended beyond that time after the commencement of the shift."	
Article 38: Technological Change	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 39: Job Description	<ul style="list-style-type: none"> 39.03(f): An Employee who is reclassified to a lower classification shall be red circled at the current rate of pay "for up to 12 months." 	<ul style="list-style-type: none"> Current Agreement
Article 40: Committee Participation	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 41: Ambulance Duty	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 42: Employment Insurance Premium Reduction	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Article 43: Subsistence	<ul style="list-style-type: none"> Increase Meal rates: Breakfast \$9.25 to \$10.50 Lunch \$11.60 to \$13.00 Supper \$20.75 to \$24.00 	<ul style="list-style-type: none"> 43.01(a)(i)(ii)(iii): Delete amounts and times. Add - "The Employer shall have one consistent policy for meal allowance that applies to all in scope and out of scope Employees, but shall be no less than the current."
Article 44: Mobility	<ul style="list-style-type: none"> 44.02(a): Delete "where the Employer deems it appropriate because either:" 44.02(a)(i)(ii)(b): Delete. 44.03(b)(i)(ii): Delete. 44.03(d)(i)(ii)(iii)(iv)(v): Delete. 44.03(e)(g)(h)(i): Delete. 44.03(k): Add "or" and Delete - "or object to the move and ask that it be reviewed by the Employer and, failing resolution within five (5) days, by the Relocation Committee. An Employee's objection must state in writing the reasons upon which the Employee objects to the relocation." 44.03(l)(m)(n)(i)(ii)(iii)(iv): Delete. 44.03(o)(p): Delete. 44.04(b): Add "or" and Delete - "or object to the transfer, and ask 	<ul style="list-style-type: none"> Current Agreement

Article	AHS	UNA
	<p>that it be reviewed by the Employer and, failing resolution within five (5) days, by the Relocation Committee. An Employee's objection must state in writing the reasons upon which the Employee objects to the relocation."</p> <ul style="list-style-type: none"> • 44.04(c)(d)(e)(i)(ii)(iii)(iv)(f)(g): Delete. • 44.06(b): Delete. • 44.08(a)(b)(c)(d)(e)(f)(g)(h)(i)(j): Delete. • Multi-Employer / UNA – Article 44.04 Permanent Service Relocation Process (Under 50km): Delete. 	
Letter of Understanding #1 RE: Unit	<ul style="list-style-type: none"> • 1. Remove October 31, 2018 and replace with "No later than six months following the date of ratification." • 4. Add - "or"...in order to satisfy the requirements of Articles 16.02 and"/or" Article 34.04. This would allow an arbitrator to consider either Article in a dispute (not both). 	<ul style="list-style-type: none"> • 1. Delete – "October 31, 2018."
Letter of Understanding #2 RE: Charge Designation Review Committee	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Letter of Understanding #3 RE: In-Charge Designation For More Than One (1) Unit	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Letter of Understanding #4 RE: Transfer of Programs	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Letter of Understanding #5 RE: Deferred Salary Plan	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement
Letter of Understanding #6 RE: Joint Committee	<ul style="list-style-type: none"> • 3. Remove "every two (2) months" and replace it with "Quarterly." • Add Specific topics to address (decreasing reliance on printed copies of the Collective Agreement, updating 	<ul style="list-style-type: none"> • Current Agreement

Article	AHS	UNA
Letter of Understanding #7: Retention and Recruitment Initiatives	<p>overpayment recovery notice)</p> <ul style="list-style-type: none"> • VII. Unique Employment Options To Support Recruitment And Retention - A. Flexible Part-Time Position. 2. Definition: 2.(a)(i) Delete - "0.40 FTE." • Add - (i)(a): "0.41 FTE for Employees working pursuant to a 1920.75 annual hours regime;" • Add - (b): "0.40 FTE for Employees working pursuant to a 1957.50 annual hours regime;" • Add - (c): "0.39 FTE for Employees working pursuant to a 2022.75 annual hours regime;" • 2.(b): consequential change as per 2.(a)(i)(a)(b)(c). A Flexible Part-time Employee shall be guaranteed a specified FTE of no less than "the applicable FTE as specified in 2(a)(i)(a)(b)(c) above." • C. Benefit-Eligible Casual Employee. 2. Definition. Remove guaranteed FTE of not less than 0.40 FTE and replace it with the below. • Add - (a): "No less than 0.41 FTE for Employees working pursuant to a 1920.75 annual hours regime;" • Add - (b): "No less than 0.40 FTE for Employees working pursuant to a 1957.50 annual hours regime;" • Add - (c): "No less than 0.39 FTE for Employees working pursuant to a 2022.75 annual hours regime;" • 3. (a) BECE Implementation - (i) & (ii): Remove 0.40 FTE and replace it with "The applicable FTE as specified in 2(a), (b), or (c) above." 	<ul style="list-style-type: none"> • Current Agreement
Letter of Understanding #8 RE: Combined Positions	<ul style="list-style-type: none"> • 2. Remove "small (less than 0.42) FTE." No limit on FTE to fill positions through Article 14. 	<ul style="list-style-type: none"> • Current Agreement
Letter of Understanding #9 RE: Merger or	<ul style="list-style-type: none"> • Current Agreement 	<ul style="list-style-type: none"> • Current Agreement

Article	AHS	UNA
Division of Units		
Letter of Understanding #10 RE: Scheduling	<ul style="list-style-type: none"> Delete 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #11 RE: Lump Sum Payment	<ul style="list-style-type: none"> Delete 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #12 RE: No Reduction In Nursing Hours	<ul style="list-style-type: none"> Delete 	<ul style="list-style-type: none"> 1. Add "in any Zone." No overall reduction in the total number of hours worked by any Employee "in any Zone." 2. Remove April 1, 2013 and March 31, 2014 and replace it with "April 1, 2018 and March 31, 2019."
Letter of Understanding #13 RE: Employees With Multiple Employment Relationships (Alberta Health Services)	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #14 RE: Severance	<ul style="list-style-type: none"> 2.(b): Remove "1711.5" hours and replace it with "1827.75." This is to align with the Employers proposal in Article 25 and 30 on how FT/PT/Casual Employees increment. 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #15 RE: Duty To Accommodate	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #16 RE: Grandfathering Of Employees At Certain Sites For Employees At AHS Sites With 100% Health And/Or Dental Reimbursement Coverage	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #17 RE: Non-HBTA Benefit Plans	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #18 RE: Prepaid Benefits	<ul style="list-style-type: none"> Delete current (a) and (b) <i>UNA needs to clarify if this means a return to requiring orders for physio in (a) and whether Employer will no longer cover 100% private or semi-private hospital rooms.</i> 	<ul style="list-style-type: none"> Add (a): add massage treatment, compression stocking, or orthotics as items not requiring orders. Add (c): Creation of a flexible spending account of up to \$1,000 per Employee per year, to be used for additional wellness and health care expenses including

Article	AHS	UNA
	<ul style="list-style-type: none"> New (a) "Own job" definition for STD and LTD New (b) as per UNA (e) proposal. 	<p>top up for existing coverage.</p> <ul style="list-style-type: none"> Add (d): Compression Stockings: 4 pair/year. Add (e): Include occupational therapy under the same section as physical therapy coverage. Employees can access physical therapy or occupational therapy at a rate of \$50/visit with a combined maximum of 20 visits per year. <p>AHS agrees July 6</p> <ul style="list-style-type: none"> Add (f): 100% of diabetic supplies, including continuous and intermittent sensors.
Letter of Understanding #19 RE: Professional Responsibility	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
NEW - Letter of Understanding #20 RE: Joint Occupational Health And Safety Committees	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Parties will continue to discuss how to improve the effectiveness of the Joint Occupational Health and Safety Committees during the term of the CA.
Letter of Understanding #21 RE: Job Security	<ul style="list-style-type: none"> July 6, 2021 Amend to expire March 31, 2024 ONLY IF UNA agrees to -3% wage rollback. 	<ul style="list-style-type: none"> Amend date to March 31, 2022 or when a new CA is reached, whichever is later.
Letter of Understanding #21 RE: Maximum Length of Shift Cycles	<ul style="list-style-type: none"> Current Agreement 	<ul style="list-style-type: none"> Current Agreement
Letter of Understanding #22 RE: Extended Work Day Option (4 On/4 Off) And Hours Of Work Working Group	<ul style="list-style-type: none"> Delete 	<ul style="list-style-type: none"> Delete
Addendum Of Local Conditions	<ul style="list-style-type: none"> To Be Discussed 	<ul style="list-style-type: none"> To Be Discussed
Salary Appendix:	<ul style="list-style-type: none"> April 1, 2020: -3% April 1, 2021: 0% April 1, 2022: 0% April 1, 2023: 0% 	<p>Increase by 2% annually</p> <ul style="list-style-type: none"> April 1, 2020: 2% April 1, 2021: 2%

¹ The Employer's proposal for a wage adjustment of -3% is intended to take effect as of the date of ratification. The Employer is not proposing to apply the adjustment retroactively or to collect "overpayments" from Employees.

For purposes of illustration, if the parties ratify a new collective agreement with a 4 year term on September 1, 2021, the schedule of salary adjustments will be as follows:

Date	Salary Adjustment
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April 1, 2020	0%
April 1, 2021 to August 31, 2021	0%
September 1, 2021	-3%
April 1, 2022	0%
April 1, 2023	0%