

SUBSIDIARY AGREEMENT #001

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

REPRESENTING

ADMINISTRATIVE AND SUPPORT SERVICES

May 17, 2011

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ARTICLE 1 - PREAMBLE

- 1.01 This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.
- 1.02 In the event there is a conflict other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.
- 1.03 The purpose of this Agreement is to set forth the specific terms and conditions of employment and rates of compensation for those classes assigned by the Parties to Schedule "A" of the Administrative and Support Services subsidiary agreement.

ARTICLE 2 - EFFECTIVE DATE

- 2.01 This Agreement shall be effective following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, regular rates of pay as outlined in Schedules "A" and "B" shall be effective from the dates set out in the Schedules.

ARTICLE 3 - PROBATIONARY PERIOD

- 3.01 Pursuant to Article 27 of the Master Agreement, the probationary period for all classifications covered by this Agreement, except those listed in 3.02 below, shall be six (6) months.
- 3.02 In accordance with 3.01 above, the probationary period for the class listed below shall be twelve (12) months:
- 0076 Administrative Support 6

ARTICLE 4 - HOURS OF WORK

- 4.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement, the normal hours of work for Employees covered by this Agreement shall be:
- (a) thirty-six and one-quarter (36 1/4) hours per week; or
 - (b) forty (40) hours per week; or
 - (c) hours as prescribed by work weeks referred to in Clause 16.07 of the Master Agreement.
- 4.02 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement, Employees who are required to work a forty (40) hour work week as a condition of employment and who are assigned to the classifications listed below shall be paid a rate as set out in the salary schedule.

<u>Class No.</u>	<u>Class Title</u>
011AS	Administrative Support 1
012AS	Administrative Support 2
013AS	Administrative Support 3
014AS	Administrative Support 4
015AS	Administrative Support 5
016AS	Administrative Support 6
011OS	Operational Services 1
012OS	Operational Services 2
013OS	Operational Services 3
014OS	Operational Services 4
015OS	Operational Services 5

- 4.03 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work shall be seven and one-quarter (7 1/4) or eight (8) hours per day as applicable, five (5) days per week.
- 4.04 Where it can be established that a work schedule other than one contemplated in 4.03 of this Article is required, the Employer, after consultation with the Union, has the right to establish such a schedule. Those offices working schedules outside of those contemplated in 4.03 shall be allowed to continue those schedules for the life of this Agreement.
- 4.05 Where operational requirements permit, Employees employed in continuous operations shall be scheduled so that their days of rest fall on a Saturday and the following Sunday at least once in every four (4) weeks and, where operational requirements permit, a period of less than once every four (4) weeks may be considered.

ARTICLE 5 - OVERTIME

- 5.01 Subject to Article 17 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.
- 5.02 Overtime provisions pursuant to the Master Agreement shall apply for all Employees eligible for premium overtime after seven and one-quarter (7 1/4) hours per day, except Employees working forty (40) hours per week pursuant to Clause 4.02 of this Agreement in which cases premium overtime shall apply after eight (8) hours per day.

ARTICLE 6 - PROTECTIVE CLOTHING

- 6.01 The Employing Department shall provide, maintain, replace and clean protective clothing where the Employing Department determines the foregoing is required.
- 6.02 Protective clothing and safety equipment shall be supplied by the Employing Department as required by the Alberta Occupational Health and Safety Act, and the Radiation Health Protection Act and any regulation or amendment thereto.
- 6.03 All uniforms, clothing and equipment, supplied by the Employing Department shall remain the property of the Employing Department.

- 6.04 The Department of Justice will provide a shoe allowance to employees performing judicial clerk work whose principal duties are to work directly in the Courts and who are required, while performing their duties, to wear gowns provided by the Department. The shoe allowance will be seventy dollars (\$70.00) every two years in order for eligible employees to purchase black shoes that meet the requirements set out by Court Services.

ARTICLE 7 - MEDICAL EXAMINATIONS

- 7.01 Where the Employing Department requires an Employee to undergo compulsory medical examinations, the cost of such examination shall be paid by the Employing Department. This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

ARTICLE 8 - CASHIER POLICY

- 8.01 Employees may experience cash differences that are in excess or deficient of that total which would allow the Employee to balance within the limits prescribed for their operation. In such circumstances the following procedures will apply:
- (a) Each Employee's name will be entered in a ledger to be maintained by the Supervisor;
 - (b) Each Employee will report all cash overages and shortages to the Supervisor;
 - (c) Where an Employee has a cash overage, the overage will be turned over to the Supervisor, who will issue a receipt for the money, and record the transaction in his ledger;
 - (d) In the event of an unusual or exceedingly large overage or shortage, the reason for which cannot be ascertained by normal accounting methods, the disposition shall be determined by the Deputy Minister of the Department concerned;
 - (e) Employees will be allowed to accumulate cash overages up to, but not exceeding one hundred dollars (\$100.00). Any overage exceeding one hundred dollars (\$100.00) will be transferred to General Revenue;
 - (f) When an Employee terminates employment as a cashier, all overages credited to that Employee shall be transferred to General Revenue;
 - (g) Notwithstanding the foregoing, present practices that exceed this provision, shall be retained for the life of this Agreement.

ARTICLE 9 - EMPLOYEE RELATIONS COMMITTEE

- 9.01 The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to employees covered by Subsidiary Agreement #001 - Administrative and Support Services.
- 9.02 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of four (4) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

9.03 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

SCHEDULE "A"
ASSIGNMENT OF CLASSES TO PAY GRADES
EFFECTIVE SEPTEMBER 1, 2010

<u>Class No.</u>	<u>Class Title</u>		<u>Pay Grade</u>
011AS	Administrative Support 1	(36 1/4 hours)	12
		(40 hours)	18
012AS	Administrative Support 2	(36 1/4 hours)	16
		(40 hours)	22
013AS	Administrative Support 3	(36 1/4 hours)	22
		(40 hours)	28
014AS	Administrative Support 4	(36 1/4 hours)	28
		(40 hours)	34
015AS	Administrative Support 5	(36 1/4 hours)	33
		(40 hours)	39
016AS	Administrative Support 6	(36 1/4 hours)	38
		(40 hours)	44
011OS	Operational Services 1	(36 1/4 hours)	17
		(40 hours)	23
012OS	Operational Services 2	(36 1/4 hours)	23
		(40 hours)	29
013OS	Operational Services 3	(36 1/4 hours)	27
		(40 hours)	33
014OS	Operational Services 4	(36 1/4 hours)	31
		(40 hours)	37
015OS	Operational Services 5	(36 1/4 hours)	37
		(40 hours)	43
013JC	Judicial Clerk		25
015JC	Senior Judicial Clerk		35
016JC	Deputy Clerk		40
017JC	Senior Deputy Clerk		44
014RC	Court Reporter 1		37
016RC	Court Reporter 2		41
014LA	Legal Administration 1		32
015LA	Legal Administration 2		38
016LA	Legal Administration 3		42
017LA	Legal Administration 4		46
018LA	Legal Administration 5		54

SCHEDULE "B"
ADMINISTRATIVE AND SUPPORT SERVICES SALARY GRID (36 ¼ HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
05	1,093.34 15.08	1,120.00 15.44	1,148.05 15.83	1,177.48 16.24	1,208.28 16.66	1,244.60 17.16	1,282.30 17.68
06	1,105.75 15.25	1,132.88 15.62	1,161.38 16.01	1,191.73 16.43	1,222.53 16.86	1,259.78 17.37	1,298.40 17.90
07	1,120.00 15.44	1,148.05 15.83	1,177.48 16.24	1,208.28 16.66	1,244.60 17.16	1,282.30 17.68	1,324.14 18.26
08	1,132.88 15.62	1,161.38 16.01	1,191.73 16.43	1,222.53 16.86	1,259.78 17.37	1,298.40 17.90	1,338.86 18.46
09	1,148.05 15.83	1,177.48 16.24	1,208.28 16.66	1,244.60 17.16	1,282.30 17.68	1,324.14 18.26	1,365.06 18.82
10	1,161.38 16.01	1,191.73 16.43	1,222.53 16.86	1,259.78 17.37	1,298.40 17.90	1,338.86 18.46	1,382.07 19.06
11	1,177.48 16.24	1,208.28 16.66	1,244.60 17.16	1,282.30 17.68	1,324.14 18.26	1,365.06 18.82	1,407.82 19.41
12	1,191.73 16.43	1,222.53 16.86	1,259.78 17.37	1,298.40 17.90	1,338.86 18.46	1,382.07 19.06	1,427.59 19.69
13	1,208.28 16.66	1,244.60 17.16	1,282.30 17.68	1,324.14 18.26	1,365.06 18.82	1,407.82 19.41	1,453.80 20.05
14	1,222.53 16.86	1,259.78 17.37	1,298.40 17.90	1,338.86 18.46	1,382.07 19.06	1,427.59 19.69	1,473.11 20.31
15	1,244.60 17.16	1,282.30 17.68	1,324.14 18.26	1,365.06 18.82	1,407.82 19.41	1,453.80 20.05	1,503.45 20.73
16	1,259.78 17.37	1,298.40 17.90	1,338.86 18.46	1,382.07 19.06	1,427.59 19.69	1,473.11 20.31	1,521.38 20.98
17	1,282.30 17.68	1,324.14 18.26	1,365.06 18.82	1,407.82 19.41	1,453.80 20.05	1,503.45 20.73	1,551.27 21.39
18	1,298.40 17.90	1,338.86 18.46	1,382.07 19.06	1,427.59 19.69	1,473.11 20.31	1,521.38 20.98	1,570.58 21.66
19	1,324.14 18.26	1,365.06 18.82	1,407.82 19.41	1,453.80 20.05	1,503.45 20.73	1,551.27 21.39	1,603.68 22.11
20	1,338.86 18.46	1,382.07 19.06	1,427.59 19.69	1,473.11 20.31	1,521.38 20.98	1,570.58 21.66	1,626.21 22.43
21	1,365.06 18.82	1,407.82 19.41	1,453.80 20.05	1,503.45 20.73	1,551.27 21.39	1,603.68 22.11	1,657.94 22.86
22	1,382.07 19.06	1,427.59 19.69	1,473.11 20.31	1,521.38 20.98	1,570.58 21.66	1,626.21 22.43	1,681.84 23.19
23	1,407.82 19.41	1,453.80 20.05	1,503.45 20.73	1,551.27 21.39	1,603.68 22.11	1,657.94 22.86	1,711.27 23.60
24	1,427.59 19.69	1,473.11 20.31	1,521.38 20.98	1,570.58 21.66	1,626.21 22.43	1,681.84 23.19	1,738.40 23.97
25	1,453.80 20.05	1,503.45 20.73	1,551.27 21.39	1,603.68 22.11	1,657.94 22.86	1,711.27 23.60	1,771.96 24.44
26	1,473.11 20.31	1,521.38 20.98	1,570.58 21.66	1,626.21 22.43	1,681.84 23.19	1,738.40 23.97	1,796.79 24.78
27	1,503.45 20.73	1,551.27 21.39	1,603.68 22.11	1,657.94 22.86	1,711.27 23.60	1,771.96 24.44	1,830.35 25.24

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
28	1,521.38 20.98	1,570.58 21.66	1,626.21 22.43	1,681.84 23.19	1,738.40 23.97	1,796.79 24.78	1,858.86 25.63
29	1,551.27 21.39	1,603.68 22.11	1,657.94 22.86	1,711.27 23.60	1,771.96 24.44	1,830.35 25.24	1,894.26 26.12
30	1,570.58 21.66	1,626.21 22.43	1,681.84 23.19	1,738.40 23.97	1,796.79 24.78	1,858.86 25.63	1,922.30 26.51
31	1,603.68 22.11	1,657.94 22.86	1,711.27 23.60	1,771.96 24.44	1,830.35 25.24	1,894.26 26.12	1,960.00 27.03
32	1,626.21 22.43	1,681.84 23.19	1,738.40 23.97	1,796.79 24.78	1,858.86 25.63	1,922.30 26.51	1,991.73 27.47
33	1,657.94 22.86	1,711.27 23.60	1,771.96 24.44	1,830.35 25.24	1,894.26 26.12	1,960.00 27.03	2,029.89 27.99
34	1,681.84 23.19	1,738.40 23.97	1,796.79 24.78	1,858.86 25.63	1,922.30 26.51	1,991.73 27.47	2,062.07 28.44
35	1,711.27 23.60	1,771.96 24.44	1,830.35 25.24	1,894.26 26.12	1,960.00 27.03	2,029.89 27.99	2,100.23 28.96
36	1,738.40 23.97	1,796.79 24.78	1,858.86 25.63	1,922.30 26.51	1,991.73 27.47	2,062.07 28.44	2,132.88 29.41
37	1,771.96 24.44	1,830.35 25.24	1,894.26 26.12	1,960.00 27.03	2,029.89 27.99	2,100.23 28.96	2,173.34 29.97
38	1,796.79 24.78	1,858.86 25.63	1,922.30 26.51	1,991.73 27.47	2,062.07 28.44	2,132.88 29.41	2,209.20 30.47
39	1,830.35 25.24	1,894.26 26.12	1,960.00 27.03	2,029.89 27.99	2,100.23 28.96	2,173.34 29.97	2,252.42 31.06
40	1,858.86 25.63	1,922.30 26.51	1,991.73 27.47	2,062.07 28.44	2,132.88 29.41	2,209.20 30.47	2,288.28 31.56
41	1,894.26 26.12	1,960.00 27.03	2,029.89 27.99	2,100.23 28.96	2,173.34 29.97	2,252.42 31.06	2,332.88 32.17
42	1,922.30 26.51	1,991.73 27.47	2,062.07 28.44	2,132.88 29.41	2,209.20 30.47	2,288.28 31.56	2,367.82 32.65
43	1,960.00 27.03	2,029.89 27.99	2,100.23 28.96	2,173.34 29.97	2,252.42 31.06	2,332.88 32.17	2,415.18 33.31
44	1,991.73 27.47	2,062.07 28.44	2,132.88 29.41	2,209.20 30.47	2,288.28 31.56	2,367.82 32.65	2,457.02 33.88
45	2,029.89 27.99	2,100.23 28.96	2,173.34 29.97	2,252.42 31.06	2,332.88 32.17	2,415.18 33.31	2,500.69 34.49
46	2,062.07 28.44	2,132.88 29.41	2,209.20 30.47	2,288.28 31.56	2,367.82 32.65	2,457.02 33.88	2,546.21 35.12
47	2,100.23 28.96	2,173.34 29.97	2,252.42 31.06	2,332.88 32.17	2,415.18 33.31	2,500.69 34.49	2,591.73 35.74
48	2,132.88 29.41	2,209.20 30.47	2,288.28 31.56	2,367.82 32.65	2,457.02 33.88	2,546.21 35.12	2,639.55 36.40
49	2,173.34 29.97	2,252.42 31.06	2,332.88 32.17	2,415.18 33.31	2,500.69 34.49	2,591.73 35.74	2,687.36 37.06
50	2,209.20 30.47	2,288.28 31.56	2,367.82 32.65	2,457.02 33.88	2,546.21 35.12	2,639.55 36.40	2,733.34 37.70
51	2,252.42 31.06	2,332.88 32.17	2,415.18 33.31	2,500.69 34.49	2,591.73 35.74	2,687.36 37.06	2,784.83 38.41
52	2,288.28 31.56	2,367.82 32.65	2,457.02 33.88	2,546.21 35.12	2,639.55 36.40	2,733.34 37.70	2,831.73 39.05

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
53	2,332.88 32.17	2,415.18 33.31	2,500.69 34.49	2,591.73 35.74	2,687.36 37.06	2,784.83 38.41	2,885.52 39.80
54	2,367.82 32.65	2,457.02 33.88	2,546.21 35.12	2,639.55 36.40	2,733.34 37.70	2,831.73 39.05	2,933.80 40.46
55	2,415.18 33.31	2,500.69 34.49	2,591.73 35.74	2,687.36 37.06	2,784.83 38.41	2,885.52 39.80	2,989.89 41.23
56	2,457.02 33.88	2,546.21 35.12	2,639.55 36.40	2,733.34 37.70	2,831.73 39.05	2,933.80 40.46	3,039.55 41.92

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
ADMINISTRATIVE AND SUPPORT SERVICES SALARY GRID (40 HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
05	1,093.34 13.66	1,120.00 14.00	1,148.05 14.35	1,177.48 14.71	1,208.28 15.10	1,244.60 15.55	1,282.30 16.02
06	1,105.75 13.82	1,132.88 14.16	1,161.38 14.51	1,191.73 14.89	1,222.53 15.28	1,259.78 15.74	1,298.40 16.23
07	1,120.00 14.00	1,148.05 14.35	1,177.48 14.71	1,208.28 15.10	1,244.60 15.55	1,282.30 16.02	1,324.14 16.55
08	1,132.88 14.16	1,161.38 14.51	1,191.73 14.89	1,222.53 15.28	1,259.78 15.74	1,298.40 16.23	1,338.86 16.73
09	1,148.05 14.35	1,177.48 14.71	1,208.28 15.10	1,244.60 15.55	1,282.30 16.02	1,324.14 16.55	1,365.06 17.06
10	1,161.38 14.51	1,191.73 14.89	1,222.53 15.28	1,259.78 15.74	1,298.40 16.23	1,338.86 16.73	1,382.07 17.27
11	1,177.48 14.71	1,208.28 15.10	1,244.60 15.55	1,282.30 16.02	1,324.14 16.55	1,365.06 17.06	1,407.82 17.59
12	1,191.73 14.89	1,222.53 15.28	1,259.78 15.74	1,298.40 16.23	1,338.86 16.73	1,382.07 17.27	1,427.59 17.84
13	1,208.28 15.10	1,244.60 15.55	1,282.30 16.02	1,324.14 16.55	1,365.06 17.06	1,407.82 17.59	1,453.80 18.17
14	1,222.53 15.28	1,259.78 15.74	1,298.40 16.23	1,338.86 16.73	1,382.07 17.27	1,427.59 17.84	1,473.11 18.41
15	1,244.60 15.55	1,282.30 16.02	1,324.14 16.55	1,365.06 17.06	1,407.82 17.59	1,453.80 18.17	1,503.45 18.79
16	1,259.78 15.74	1,298.40 16.23	1,338.86 16.73	1,382.07 17.27	1,427.59 17.84	1,473.11 18.41	1,521.38 19.01
17	1,282.30 16.02	1,324.14 16.55	1,365.06 17.06	1,407.82 17.59	1,453.80 18.17	1,503.45 18.79	1,551.27 19.39
18	1,298.40 16.23	1,338.86 16.73	1,382.07 17.27	1,427.59 17.84	1,473.11 18.41	1,521.38 19.01	1,570.58 19.63
19	1,324.14 16.55	1,365.06 17.06	1,407.82 17.59	1,453.80 18.17	1,503.45 18.79	1,551.27 19.39	1,603.68 20.04
20	1,338.86 16.73	1,382.07 17.27	1,427.59 17.84	1,473.11 18.41	1,521.38 19.01	1,570.58 19.63	1,626.21 20.32
21	1,365.06 17.06	1,407.82 17.59	1,453.80 18.17	1,503.45 18.79	1,551.27 19.39	1,603.68 20.04	1,657.94 20.72
22	1,382.07 17.27	1,427.59 17.84	1,473.11 18.41	1,521.38 19.01	1,570.58 19.63	1,626.21 20.32	1,681.84 21.02
23	1,407.82 17.59	1,453.80 18.17	1,503.45 18.79	1,551.27 19.39	1,603.68 20.04	1,657.94 20.72	1,711.27 21.39
24	1,427.59 17.84	1,473.11 18.41	1,521.38 19.01	1,570.58 19.63	1,626.21 20.32	1,681.84 21.02	1,738.40 21.73
25	1,453.80 18.17	1,503.45 18.79	1,551.27 19.39	1,603.68 20.04	1,657.94 20.72	1,711.27 21.39	1,771.96 22.14
26	1,473.11 18.41	1,521.38 19.01	1,570.58 19.63	1,626.21 20.32	1,681.84 21.02	1,738.40 21.73	1,796.79 22.45
27	1,503.45 18.79	1,551.27 19.39	1,603.68 20.04	1,657.94 20.72	1,711.27 21.39	1,771.96 22.14	1,830.35 22.87

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
28	1,521.38 19.01	1,570.58 19.63	1,626.21 20.32	1,681.84 21.02	1,738.40 21.73	1,796.79 22.45	1,858.86 23.23
29	1,551.27 19.39	1,603.68 20.04	1,657.94 20.72	1,711.27 21.39	1,771.96 22.14	1,830.35 22.87	1,894.26 23.67
30	1,570.58 19.63	1,626.21 20.32	1,681.84 21.02	1,738.40 21.73	1,796.79 22.45	1,858.86 23.23	1,922.30 24.02
31	1,603.68 20.04	1,657.94 20.72	1,711.27 21.39	1,771.96 22.14	1,830.35 22.87	1,894.26 23.67	1,960.00 24.50
32	1,626.21 20.32	1,681.84 21.02	1,738.40 21.73	1,796.79 22.45	1,858.86 23.23	1,922.30 24.02	1,991.73 24.89
33	1,657.94 20.72	1,711.27 21.39	1,771.96 22.14	1,830.35 22.87	1,894.26 23.67	1,960.00 24.50	2,029.89 25.37
34	1,681.84 21.02	1,738.40 21.73	1,796.79 22.45	1,858.86 23.23	1,922.30 24.02	1,991.73 24.89	2,062.07 25.77
35	1,711.27 21.39	1,771.96 22.14	1,830.35 22.87	1,894.26 23.67	1,960.00 24.50	2,029.89 25.37	2,100.23 26.25
36	1,738.40 21.73	1,796.79 22.45	1,858.86 23.23	1,922.30 24.02	1,991.73 24.89	2,062.07 25.77	2,132.88 26.66
37	1,771.96 22.14	1,830.35 22.87	1,894.26 23.67	1,960.00 24.50	2,029.89 25.37	2,100.23 26.25	2,173.34 27.16
38	1,796.79 22.45	1,858.86 23.23	1,922.30 24.02	1,991.73 24.89	2,062.07 25.77	2,132.88 26.66	2,209.20 27.61
39	1,830.35 22.87	1,894.26 23.67	1,960.00 24.50	2,029.89 25.37	2,100.23 26.25	2,173.34 27.16	2,252.42 28.15
40	1,858.86 23.23	1,922.30 24.02	1,991.73 24.89	2,062.07 25.77	2,132.88 26.66	2,209.20 27.61	2,288.28 28.60
41	1,894.26 23.67	1,960.00 24.50	2,029.89 25.37	2,100.23 26.25	2,173.34 27.16	2,252.42 28.15	2,332.88 29.16
42	1,922.30 24.02	1,991.73 24.89	2,062.07 25.77	2,132.88 26.66	2,209.20 27.61	2,288.28 28.60	2,367.82 29.59
43	1,960.00 24.50	2,029.89 25.37	2,100.23 26.25	2,173.34 27.16	2,252.42 28.15	2,332.88 29.16	2,415.18 30.18
44	1,991.73 24.89	2,062.07 25.77	2,132.88 26.66	2,209.20 27.61	2,288.28 28.60	2,367.82 29.59	2,457.02 30.71
45	2,029.89 25.37	2,100.23 26.25	2,173.34 27.16	2,252.42 28.15	2,332.88 29.16	2,415.18 30.18	2,500.69 31.25
46	2,062.07 25.77	2,132.88 26.66	2,209.20 27.61	2,288.28 28.60	2,367.82 29.59	2,457.02 30.71	2,546.21 31.82
47	2,100.23 26.25	2,173.34 27.16	2,252.42 28.15	2,332.88 29.16	2,415.18 30.18	2,500.69 31.25	2,591.73 32.39
48	2,132.88 26.66	2,209.20 27.61	2,288.28 28.60	2,367.82 29.59	2,457.02 30.71	2,546.21 31.82	2,639.55 32.99
49	2,173.34 27.16	2,252.42 28.15	2,332.88 29.16	2,415.18 30.18	2,500.69 31.25	2,591.73 32.39	2,687.36 33.59
50	2,209.20 27.61	2,288.28 28.60	2,367.82 29.59	2,457.02 30.71	2,546.21 31.82	2,639.55 32.99	2,733.34 34.16
51	2,252.42 28.15	2,332.88 29.16	2,415.18 30.18	2,500.69 31.25	2,591.73 32.39	2,687.36 33.59	2,784.83 34.81
52	2,288.28 28.60	2,367.82 29.59	2,457.02 30.71	2,546.21 31.82	2,639.55 32.99	2,733.34 34.16	2,831.73 35.39

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
53	2,332.88 29.16	2,415.18 30.18	2,500.69 31.25	2,591.73 32.39	2,687.36 33.59	2,784.83 34.81	2,885.52 36.06
54	2,367.82 29.59	2,457.02 30.71	2,546.21 31.82	2,639.55 32.99	2,733.34 34.16	2,831.73 35.39	2,933.80 36.67
55	2,415.18 30.18	2,500.69 31.25	2,591.73 32.39	2,687.36 33.59	2,784.83 34.81	2,885.52 36.06	2,989.89 37.37
56	2,457.02 30.71	2,546.21 31.82	2,639.55 32.99	2,733.34 34.16	2,831.73 35.39	2,933.80 36.67	3,039.55 37.99

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
ADMINISTRATIVE AND SUPPORT SERVICES SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
05	1,137.07 15.68	1,164.80 16.06	1,193.97 16.46	1,224.58 16.89	1,256.61 17.33	1,294.38 17.85	1,333.59 18.39
06	1,149.98 15.86	1,178.20 16.25	1,207.84 16.65	1,239.40 17.09	1,271.43 17.53	1,310.17 18.07	1,350.34 18.62
07	1,164.80 16.06	1,193.97 16.46	1,224.58 16.89	1,256.61 17.33	1,294.38 17.85	1,333.59 18.39	1,377.11 18.99
08	1,178.20 16.25	1,207.84 16.65	1,239.40 17.09	1,271.43 17.53	1,310.17 18.07	1,350.34 18.62	1,392.41 19.20
09	1,193.97 16.46	1,224.58 16.89	1,256.61 17.33	1,294.38 17.85	1,333.59 18.39	1,377.11 18.99	1,419.66 19.58
10	1,207.84 16.65	1,239.40 17.09	1,271.43 17.53	1,310.17 18.07	1,350.34 18.62	1,392.41 19.20	1,437.35 19.82
11	1,224.58 16.89	1,256.61 17.33	1,294.38 17.85	1,333.59 18.39	1,377.11 18.99	1,419.66 19.58	1,464.13 20.19
12	1,239.40 17.09	1,271.43 17.53	1,310.17 18.07	1,350.34 18.62	1,392.41 19.20	1,437.35 19.82	1,484.69 20.47
13	1,256.61 17.33	1,294.38 17.85	1,333.59 18.39	1,377.11 18.99	1,419.66 19.58	1,464.13 20.19	1,511.95 20.85
14	1,271.43 17.53	1,310.17 18.07	1,350.34 18.62	1,392.41 19.20	1,437.35 19.82	1,484.69 20.47	1,532.03 21.13
15	1,294.38 17.85	1,333.59 18.39	1,377.11 18.99	1,419.66 19.58	1,464.13 20.19	1,511.95 20.85	1,563.59 21.56
16	1,310.17 18.07	1,350.34 18.62	1,392.41 19.20	1,437.35 19.82	1,484.69 20.47	1,532.03 21.13	1,582.24 21.82
17	1,333.59 18.39	1,377.11 18.99	1,419.66 19.58	1,464.13 20.19	1,511.95 20.85	1,563.59 21.56	1,613.32 22.25
18	1,350.34 18.62	1,392.41 19.20	1,437.35 19.82	1,484.69 20.47	1,532.03 21.13	1,582.24 21.82	1,633.40 22.52
19	1,377.11 18.99	1,419.66 19.58	1,464.13 20.19	1,511.95 20.85	1,563.59 21.56	1,613.32 22.25	1,667.83 23.00
20	1,392.41 19.20	1,437.35 19.82	1,484.69 20.47	1,532.03 21.13	1,582.24 21.82	1,633.40 22.52	1,691.26 23.32
21	1,419.66 19.58	1,464.13 20.19	1,511.95 20.85	1,563.59 21.56	1,613.32 22.25	1,667.83 23.00	1,724.26 23.78
22	1,437.35 19.82	1,484.69 20.47	1,532.03 21.13	1,582.24 21.82	1,633.40 22.52	1,691.26 23.32	1,749.11 24.12
23	1,464.13 20.19	1,511.95 20.85	1,563.59 21.56	1,613.32 22.25	1,667.83 23.00	1,724.26 23.78	1,779.72 24.54
24	1,484.69 20.47	1,532.03 21.13	1,582.24 21.82	1,633.40 22.52	1,691.26 23.32	1,749.11 24.12	1,807.94 24.93
25	1,511.95 20.85	1,563.59 21.56	1,613.32 22.25	1,667.83 23.00	1,724.26 23.78	1,779.72 24.54	1,842.84 25.41
26	1,532.03 21.13	1,582.24 21.82	1,633.40 22.52	1,691.26 23.32	1,749.11 24.12	1,807.94 24.93	1,868.66 25.77
27	1,563.59 21.56	1,613.32 22.25	1,667.83 23.00	1,724.26 23.78	1,779.72 24.54	1,842.84 25.41	1,903.56 26.25

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
28	1,582.24 21.82	1,633.40 22.52	1,691.26 23.32	1,749.11 24.12	1,807.94 24.93	1,868.66 25.77	1,933.21 26.66
29	1,613.32 22.25	1,667.83 23.00	1,724.26 23.78	1,779.72 24.54	1,842.84 25.41	1,903.56 26.25	1,970.03 27.17
30	1,633.40 22.52	1,691.26 23.32	1,749.11 24.12	1,807.94 24.93	1,868.66 25.77	1,933.21 26.66	1,999.19 27.57
31	1,667.83 23.00	1,724.26 23.78	1,779.72 24.54	1,842.84 25.41	1,903.56 26.25	1,970.03 27.17	2,038.40 28.11
32	1,691.26 23.32	1,749.11 24.12	1,807.94 24.93	1,868.66 25.77	1,933.21 26.66	1,999.19 27.57	2,071.40 28.57
33	1,724.26 23.78	1,779.72 24.54	1,842.84 25.41	1,903.56 26.25	1,970.03 27.17	2,038.40 28.11	2,111.09 29.11
34	1,749.11 24.12	1,807.94 24.93	1,868.66 25.77	1,933.21 26.66	1,999.19 27.57	2,071.40 28.57	2,144.55 29.58
35	1,779.72 24.54	1,842.84 25.41	1,903.56 26.25	1,970.03 27.17	2,038.40 28.11	2,111.09 29.11	2,184.24 30.12
36	1,807.94 24.93	1,868.66 25.77	1,933.21 26.66	1,999.19 27.57	2,071.40 28.57	2,144.55 29.58	2,218.20 30.59
37	1,842.84 25.41	1,903.56 26.25	1,970.03 27.17	2,038.40 28.11	2,111.09 29.11	2,184.24 30.12	2,260.27 31.17
38	1,868.66 25.77	1,933.21 26.66	1,999.19 27.57	2,071.40 28.57	2,144.55 29.58	2,218.20 30.59	2,297.57 31.69
39	1,903.56 26.25	1,970.03 27.17	2,038.40 28.11	2,111.09 29.11	2,184.24 30.12	2,260.27 31.17	2,342.52 32.31
40	1,933.21 26.66	1,999.19 27.57	2,071.40 28.57	2,144.55 29.58	2,218.20 30.59	2,297.57 31.69	2,379.81 32.82
41	1,970.03 27.17	2,038.40 28.11	2,111.09 29.11	2,184.24 30.12	2,260.27 31.17	2,342.52 32.31	2,426.20 33.46
42	1,999.19 27.57	2,071.40 28.57	2,144.55 29.58	2,218.20 30.59	2,297.57 31.69	2,379.81 32.82	2,462.53 33.96
43	2,038.40 28.11	2,111.09 29.11	2,184.24 30.12	2,260.27 31.17	2,342.52 32.31	2,426.20 33.46	2,511.79 34.64
44	2,071.40 28.57	2,144.55 29.58	2,218.20 30.59	2,297.57 31.69	2,379.81 32.82	2,462.53 33.96	2,555.30 35.24
45	2,111.09 29.11	2,184.24 30.12	2,260.27 31.17	2,342.52 32.31	2,426.20 33.46	2,511.79 34.64	2,600.72 35.87
46	2,144.55 29.58	2,218.20 30.59	2,297.57 31.69	2,379.81 32.82	2,462.53 33.96	2,555.30 35.24	2,648.06 36.52
47	2,184.24 30.12	2,260.27 31.17	2,342.52 32.31	2,426.20 33.46	2,511.79 34.64	2,600.72 35.87	2,695.40 37.17
48	2,218.20 30.59	2,297.57 31.69	2,379.81 32.82	2,462.53 33.96	2,555.30 35.24	2,648.06 36.52	2,745.13 37.86
49	2,260.27 31.17	2,342.52 32.31	2,426.20 33.46	2,511.79 34.64	2,600.72 35.87	2,695.40 37.17	2,794.85 38.54
50	2,297.57 31.69	2,379.81 32.82	2,462.53 33.96	2,555.30 35.24	2,648.06 36.52	2,745.13 37.86	2,842.67 39.20
51	2,342.52 32.31	2,426.20 33.46	2,511.79 34.64	2,600.72 35.87	2,695.40 37.17	2,794.85 38.54	2,896.22 39.94
52	2,379.81 32.82	2,462.53 33.96	2,555.30 35.24	2,648.06 36.52	2,745.13 37.86	2,842.67 39.20	2,945.00 40.62

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
53	2,426.20 33.46	2,511.79 34.64	2,600.72 35.87	2,695.40 37.17	2,794.85 38.54	2,896.22 39.94	3,000.94 41.39
54	2,462.53 33.96	2,555.30 35.24	2,648.06 36.52	2,745.13 37.86	2,842.67 39.20	2,945.00 40.62	3,051.15 42.08
55	2,511.79 34.64	2,600.72 35.87	2,695.40 37.17	2,794.85 38.54	2,896.22 39.94	3,000.94 41.39	3,109.49 42.88
56	2,555.30 35.24	2,648.06 36.52	2,745.13 37.86	2,842.67 39.20	2,945.00 40.62	3,051.15 42.08	3,161.13 43.60

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
ADMINISTRATIVE AND SUPPORT SERVICES SALARY GRID (40 HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
05	1,137.07 14.21	1,164.80 14.56	1,193.97 14.92	1,224.58 15.30	1,256.61 15.70	1,294.38 16.17	1,333.59 16.66
06	1,149.98 14.37	1,178.20 14.72	1,207.84 15.09	1,239.40 15.49	1,271.43 15.89	1,310.17 16.37	1,350.34 16.87
07	1,164.80 14.56	1,193.97 14.92	1,224.58 15.30	1,256.61 15.70	1,294.38 16.17	1,333.59 16.66	1,377.11 17.21
08	1,178.20 14.72	1,207.84 15.09	1,239.40 15.49	1,271.43 15.89	1,310.17 16.37	1,350.34 16.87	1,392.41 17.40
09	1,193.97 14.92	1,224.58 15.30	1,256.61 15.70	1,294.38 16.17	1,333.59 16.66	1,377.11 17.21	1,419.66 17.74
10	1,207.84 15.09	1,239.40 15.49	1,271.43 15.89	1,310.17 16.37	1,350.34 16.87	1,392.41 17.40	1,437.35 17.96
11	1,224.58 15.30	1,256.61 15.70	1,294.38 16.17	1,333.59 16.66	1,377.11 17.21	1,419.66 17.74	1,464.13 18.30
12	1,239.40 15.49	1,271.43 15.89	1,310.17 16.37	1,350.34 16.87	1,392.41 17.40	1,437.35 17.96	1,484.69 18.55
13	1,256.61 15.70	1,294.38 16.17	1,333.59 16.66	1,377.11 17.21	1,419.66 17.74	1,464.13 18.30	1,511.95 18.89
14	1,271.43 15.89	1,310.17 16.37	1,350.34 16.87	1,392.41 17.40	1,437.35 17.96	1,484.69 18.55	1,532.03 19.15
15	1,294.38 16.17	1,333.59 16.66	1,377.11 17.21	1,419.66 17.74	1,464.13 18.30	1,511.95 18.89	1,563.59 19.54
16	1,310.17 16.37	1,350.34 16.87	1,392.41 17.40	1,437.35 17.96	1,484.69 18.55	1,532.03 19.15	1,582.24 19.77
17	1,333.59 16.66	1,377.11 17.21	1,419.66 17.74	1,464.13 18.30	1,511.95 18.89	1,563.59 19.54	1,613.32 20.16
18	1,350.34 16.87	1,392.41 17.40	1,437.35 17.96	1,484.69 18.55	1,532.03 19.15	1,582.24 19.77	1,633.40 20.41
19	1,377.11 17.21	1,419.66 17.74	1,464.13 18.30	1,511.95 18.89	1,563.59 19.54	1,613.32 20.16	1,667.83 20.84
20	1,392.41 17.40	1,437.35 17.96	1,484.69 18.55	1,532.03 19.15	1,582.24 19.77	1,633.40 20.41	1,691.26 21.14
21	1,419.66 17.74	1,464.13 18.30	1,511.95 18.89	1,563.59 19.54	1,613.32 20.16	1,667.83 20.84	1,724.26 21.55
22	1,437.35 17.96	1,484.69 18.55	1,532.03 19.15	1,582.24 19.77	1,633.40 20.41	1,691.26 21.14	1,749.11 21.86
23	1,464.13 18.30	1,511.95 18.89	1,563.59 19.54	1,613.32 20.16	1,667.83 20.84	1,724.26 21.55	1,779.72 22.24
24	1,484.69 18.55	1,532.03 19.15	1,582.24 19.77	1,633.40 20.41	1,691.26 21.14	1,749.11 21.86	1,807.94 22.59
25	1,511.95 18.89	1,563.59 19.54	1,613.32 20.16	1,667.83 20.84	1,724.26 21.55	1,779.72 22.24	1,842.84 23.03
26	1,532.03 19.15	1,582.24 19.77	1,633.40 20.41	1,691.26 21.14	1,749.11 21.86	1,807.94 22.59	1,868.66 23.35
27	1,563.59 19.54	1,613.32 20.16	1,667.83 20.84	1,724.26 21.55	1,779.72 22.24	1,842.84 23.03	1,903.56 23.79

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
28	1,582.24 19.77	1,633.40 20.41	1,691.26 21.14	1,749.11 21.86	1,807.94 22.59	1,868.66 23.35	1,933.21 24.16
29	1,613.32 20.16	1,667.83 20.84	1,724.26 21.55	1,779.72 22.24	1,842.84 23.03	1,903.56 23.79	1,970.03 24.62
30	1,633.40 20.41	1,691.26 21.14	1,749.11 21.86	1,807.94 22.59	1,868.66 23.35	1,933.21 24.16	1,999.19 24.98
31	1,667.83 20.84	1,724.26 21.55	1,779.72 22.24	1,842.84 23.03	1,903.56 23.79	1,970.03 24.62	2,038.40 25.48
32	1,691.26 21.14	1,749.11 21.86	1,807.94 22.59	1,868.66 23.35	1,933.21 24.16	1,999.19 24.98	2,071.40 25.89
33	1,724.26 21.55	1,779.72 22.24	1,842.84 23.03	1,903.56 23.79	1,970.03 24.62	2,038.40 25.48	2,111.09 26.38
34	1,749.11 21.86	1,807.94 22.59	1,868.66 23.35	1,933.21 24.16	1,999.19 24.98	2,071.40 25.89	2,144.55 26.80
35	1,779.72 22.24	1,842.84 23.03	1,903.56 23.79	1,970.03 24.62	2,038.40 25.48	2,111.09 26.38	2,184.24 27.30
36	1,807.94 22.59	1,868.66 23.35	1,933.21 24.16	1,999.19 24.98	2,071.40 25.89	2,144.55 26.80	2,218.20 27.72
37	1,842.84 23.03	1,903.56 23.79	1,970.03 24.62	2,038.40 25.48	2,111.09 26.38	2,184.24 27.30	2,260.27 28.25
38	1,868.66 23.35	1,933.21 24.16	1,999.19 24.98	2,071.40 25.89	2,144.55 26.80	2,218.20 27.72	2,297.57 28.71
39	1,903.56 23.79	1,970.03 24.62	2,038.40 25.48	2,111.09 26.38	2,184.24 27.30	2,260.27 28.25	2,342.52 29.28
40	1,933.21 24.16	1,999.19 24.98	2,071.40 25.89	2,144.55 26.80	2,218.20 27.72	2,297.57 28.71	2,379.81 29.74
41	1,970.03 24.62	2,038.40 25.48	2,111.09 26.38	2,184.24 27.30	2,260.27 28.25	2,342.52 29.28	2,426.20 30.32
42	1,999.19 24.98	2,071.40 25.89	2,144.55 26.80	2,218.20 27.72	2,297.57 28.71	2,379.81 29.74	2,462.53 30.78
43	2,038.40 25.48	2,111.09 26.38	2,184.24 27.30	2,260.27 28.25	2,342.52 29.28	2,426.20 30.32	2,511.79 31.39
44	2,071.40 25.89	2,144.55 26.80	2,218.20 27.72	2,297.57 28.71	2,379.81 29.74	2,462.53 30.78	2,555.30 31.94
45	2,111.09 26.38	2,184.24 27.30	2,260.27 28.25	2,342.52 29.28	2,426.20 30.32	2,511.79 31.39	2,600.72 32.50
46	2,144.55 26.80	2,218.20 27.72	2,297.57 28.71	2,379.81 29.74	2,462.53 30.78	2,555.30 31.94	2,648.06 33.10
47	2,184.24 27.30	2,260.27 28.25	2,342.52 29.28	2,426.20 30.32	2,511.79 31.39	2,600.72 32.50	2,695.40 33.69
48	2,218.20 27.72	2,297.57 28.71	2,379.81 29.74	2,462.53 30.78	2,555.30 31.94	2,648.06 33.10	2,745.13 34.31
49	2,260.27 28.25	2,342.52 29.28	2,426.20 30.32	2,511.79 31.39	2,600.72 32.50	2,695.40 33.69	2,794.85 34.93
50	2,297.57 28.71	2,379.81 29.74	2,462.53 30.78	2,555.30 31.94	2,648.06 33.10	2,745.13 34.31	2,842.67 35.53
51	2,342.52 29.28	2,426.20 30.32	2,511.79 31.39	2,600.72 32.50	2,695.40 33.69	2,794.85 34.93	2,896.22 36.20
52	2,379.81 29.74	2,462.53 30.78	2,555.30 31.94	2,648.06 33.10	2,745.13 34.31	2,842.67 35.53	2,945.00 36.81

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
53	2,426.20 30.32	2,511.79 31.39	2,600.72 32.50	2,695.40 33.69	2,794.85 34.93	2,896.22 36.20	3,000.94 37.51
54	2,462.53 30.78	2,555.30 31.94	2,648.06 33.10	2,745.13 34.31	2,842.67 35.53	2,945.00 36.81	3,051.15 38.13
55	2,511.79 31.39	2,600.72 32.50	2,695.40 33.69	2,794.85 34.93	2,896.22 36.20	3,000.94 37.51	3,109.49 38.86
56	2,555.30 31.94	2,648.06 33.10	2,745.13 34.31	2,842.67 35.53	2,945.00 36.81	3,051.15 38.13	3,161.13 39.51

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "C"

Directives and regulations governing 3, 6 and 18 month increments for eligible classes covered by this Agreement shall be maintained during the life of this Agreement.

However, additional accelerated increments may be included in the directives and regulations as approved by the Employer.

LETTER OF UNDERSTANDING - WORK SCHEDULES

Where there exists a work schedule other than one provided for in Clause 4.03 presently in effect and as of the date of execution of the Administrative and Support Services Subsidiary Agreement, the Union agrees to recognize these variations to the normal hours of work as being valid and not subject to Clause 4.04 or to a grievance arising thereof.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING - KANANASKIS PARK

1. The parties agree that Employees working in Kananaskis Park as of October 1, 2007 shall continue to be eligible for the provisions outlined in Section 3 of this letter for the duration of their employment provided that they continue to meet the eligibility requirements outlined in this letter.
2. The parties agree to identify the individuals to whom this letter applies for the purposes of determining their continued eligibility. Once those individuals are identified, no additions are contemplated.
3. During each calendar month, when operational requirements permit, the Employer shall grant to the Employees identified pursuant to Section 2 of this letter who work at Kananaskis Park, four (4) consecutive hours off, with pay, during a banking day in order to permit the employee to transact his or her personal business.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees

LETTER OF INTENT - ERC ITEMS

It is agreed by the undersigned as Co-Chairs of the Subsidiary #001 Agreement Employee Relations Committee that issues that arise with respect to the following topics are appropriate agenda items for discussion at regular meetings of the Committee:

- Training required to perform assigned duties
- Technological change
- Ministry/Regional restructure relating to work
- Legislative changes
- Ergonomics
- Competitions and Staffing
- Educational allowances
- Workloads

Other items may be included in the Agenda as deemed necessary.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees

LETTER OF INTENT - WORKSITE VIOLENCE

It is recognized by the undersigned that worksite violence and health and safety issues are important issues to the employees of Subsidiary Agreement #001. The Employer is prepared to deal with these issues through the existing departmental health and safety committees. If the Union can demonstrate to the Employer co-chair that there is no Committee or resource within a department to whom a worksite violence or any other health and safety issue can be brought forward to, the Employer is prepared to review the issue at the Subsidiary Agreement #001 Employee Relations Committee.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees