

SUBSIDIARY AGREEMENT #012

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

REPRESENTING

TECHNICAL, GENERAL AND FIELD 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 Schedules "A" and "C" of the Technical, General and Field 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", "B", "C" and "D" 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 classifications covered in this Agreement shall be twelve (12) months except as provided in Clause 3.02 of this Subsidiary Agreement.
- 3.02 The probationary period for the following classifications shall be six (6) months:

<u>Class No.</u>	<u>Class Title</u>
123IC	Information and Creative Technical Services 1
124IC	Information and Creative Technical Services 2
122TN	Technologies 1
123TN	Technologies 2
124TN	Technologies 3
121EO	Equipment Operations 1
121CT	Caretaking Services 1
121GS	Grounds/Site Operations 1

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 in classes listed in Schedule "A" shall be:
- (a) thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day; or
 - (b) forty (40) hours per week, eight (8) hours per day, for Employees assigned to field services.
 - (c) notwithstanding Sub-Clause 4.01(b), the normal hours of work for Technologies 7, Class #128TN, shall be thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day.

4.02 Employees coming under Sub-Clause 4.01(b) above shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty-four (10.34) percent. This additional amount shall be considered part of their annual salary.

- 4.03 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "C" shall be:
- (a) forty (40) hours per week for those classes listed in Schedule "E"; or
 - (b) thirty-six and one-quarter (36 1/4) hours per week for all other classes in Schedule "C"; or
 - (c) the equivalent of (a) or (b) above on a bi-weekly, monthly, quarterly, or annual basis, and

where the normal work week is Monday to Friday, the hours of work shall be scheduled so that Employees work seven and one-quarter (7 1/4) or eight (8) hours per working day, exclusive of lunch periods.

- 4.04 Subject to Clause 4.03 above, when, because of operational requirements, hours of work are scheduled on a rotating or irregular basis, they shall be scheduled so that Employees:
- (a) on a daily basis, work seven and one-quarter (7 1/4) or eight (8) hours per day; and
 - (b) on a weekly basis, work thirty-six and one-quarter (36 1/4) or forty (40) hours per week; and
 - (c) normally receive two (2) consecutive days of rest every seven (7) calendar day period. However, where such days are split due to operational requirements, they shall not be split more than once in any three (3) consecutive calendar weeks, except by mutual agreement.

ARTICLE 5 - OVERTIME

- 5.01 Pursuant to Article 17.03 of the Master Agreement all Employees in classes listed in Schedule "A" of this Agreement are eligible for premium overtime as follows:
- (a) for Employees working the hours under Sub-Clause 4.01(a) of this Agreement, after seven and one-quarter (7 1/4) hours of work per day; or
 - (b) for Employees working the hours under Sub-Clause 4.01(b) of this Agreement, after eight (8) hours of work per day.
- 5.02 Pursuant to Article 17 of the Master Agreement Employees in classes listed in Schedule "C" of this Agreement will be compensated for authorized overtime hours worked in accordance with the provisions contained in Sub-Clause 17.03(a) of the Master Agreement.

ARTICLE 6 - UNIFORMS AND PROTECTIVE CLOTHING

- 6.01 Where the Deputy Head determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Deputy Head of the Department.
- 6.02 Protective clothing and safety equipment shall be provided in accordance with the Occupational Health and Safety Act and the Regulations pursuant thereto, and the Radiation Protection Act.
- 6.03 Where the Deputy Head determines that safety footwear should be provided, the Employer shall either provide suitable safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of ninety dollars (\$90.00) per annum.
- 6.04 An annual shoe allowance of seventy dollars (\$70.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.

ARTICLE 7 - MEDICAL EXAMINATIONS

- 7.01 Employees who are exposed to health hazards due to the nature of their work may be required to undergo periodic medical examinations. The cost of such medical examinations shall be paid by the Employing Department.
- 7.02 Where the Employing Department requires an Employee to undergo compulsory medical examinations, the cost of such examination shall be paid by the Employing Department.
- 7.03 This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

ARTICLE 8 - HIGH RIGGING ALLOWANCE

- 8.01 Employees who work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:
- (a) the erecting or dismantling of scaffold when such scaffolding will exceed a height of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (b) working on a swing stage or scaffold at a height in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (c) high rigging on skeleton erection work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (d) working from a bosun's chair at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (e) bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres.

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

<u>Class No.</u>	<u>Class Title</u>	<u>Pay Grade</u>
124CP	Computer Operations 1	62
125CP	Computer Operations 2	66
123IC	Information and Creative Technical Services 1	47
124IC	Information and Creative Technical Services 2	50
125IC	Information and Creative Technical Services 3	54
126IC	Information and Creative Technical Services 4	60
127IC	Information and Creative Technical Services 5	67
122TN	Technologies 1	38
123TN	Technologies 2	42
124TN	Technologies 3	54
125TN	Technologies 4	60
126TN	Technologies 5	64
127TN	Technologies 6	67
128TN	Technologies 7	70

SCHEDULE "B"
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
33	1,182.99 16.31	1,225.29 16.90	1,268.97 17.50	1,325.06 18.27	1,373.80 18.94	1,424.37 19.64	1,481.84 20.43
34	1,205.06 16.62	1,248.74 17.22	1,295.18 17.86	1,349.43 18.61	1,400.92 19.32	1,453.80 20.05	1,507.59 20.79
35	1,225.29 16.90	1,268.97 17.50	1,325.06 18.27	1,373.80 18.94	1,424.37 19.64	1,481.84 20.43	1,539.78 21.23
36	1,248.74 17.22	1,295.18 17.86	1,349.43 18.61	1,400.92 19.32	1,453.80 20.05	1,507.59 20.79	1,568.28 21.63
37	1,268.97 17.50	1,325.06 18.27	1,373.80 18.94	1,424.37 19.64	1,481.84 20.43	1,539.78 21.23	1,602.76 22.10
38	1,295.18 17.86	1,349.43 18.61	1,400.92 19.32	1,453.80 20.05	1,507.59 20.79	1,568.28 21.63	1,634.03 22.53
39	1,325.06 18.27	1,373.80 18.94	1,424.37 19.64	1,481.84 20.43	1,539.78 21.23	1,602.76 22.10	1,668.05 23.00
40	1,349.43 18.61	1,400.92 19.32	1,453.80 20.05	1,507.59 20.79	1,568.28 21.63	1,634.03 22.53	1,698.40 23.42
41	1,373.80 18.94	1,424.37 19.64	1,481.84 20.43	1,539.78 21.23	1,602.76 22.10	1,668.05 23.00	1,731.96 23.88
42	1,400.92 19.32	1,453.80 20.05	1,507.59 20.79	1,568.28 21.63	1,634.03 22.53	1,698.40 23.42	1,768.74 24.39
43	1,424.37 19.64	1,481.84 20.43	1,539.78 21.23	1,602.76 22.10	1,668.05 23.00	1,731.96 23.88	1,799.55 24.82
44	1,453.80 20.05	1,507.59 20.79	1,568.28 21.63	1,634.03 22.53	1,698.40 23.42	1,768.74 24.39	1,839.55 25.37
45	1,481.84 20.43	1,539.78 21.23	1,602.76 22.10	1,668.05 23.00	1,731.96 23.88	1,799.55 24.82	1,878.17 25.90
46	1,507.59 20.79	1,568.28 21.63	1,634.03 22.53	1,698.40 23.42	1,768.74 24.39	1,839.55 25.37	1,917.71 26.45
47	1,539.78 21.23	1,602.76 22.10	1,668.05 23.00	1,731.96 23.88	1,799.55 24.82	1,878.17 25.90	1,951.27 26.91
48	1,568.28 21.63	1,634.03 22.53	1,698.40 23.42	1,768.74 24.39	1,839.55 25.37	1,917.71 26.45	1,995.41 27.52
49	1,602.76 22.10	1,668.05 23.00	1,731.96 23.88	1,799.55 24.82	1,878.17 25.90	1,951.27 26.91	2,037.71 28.10
50	1,634.03 22.53	1,698.40 23.42	1,768.74 24.39	1,839.55 25.37	1,917.71 26.45	1,995.41 27.52	2,086.44 28.77
51	1,668.05 23.00	1,731.96 23.88	1,799.55 24.82	1,878.17 25.90	1,951.27 26.91	2,037.71 28.10	2,132.42 29.41
52	1,698.40 23.42	1,768.74 24.39	1,839.55 25.37	1,917.71 26.45	1,995.41 27.52	2,086.44 28.77	2,177.94 30.04
53	1,731.96 23.88	1,799.55 24.82	1,878.17 25.90	1,951.27 26.91	2,037.71 28.10	2,132.42 29.41	2,230.81 30.76
54	1,768.74 24.39	1,839.55 25.37	1,917.71 26.45	1,995.41 27.52	2,086.44 28.77	2,177.94 30.04	2,284.60 31.51

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
55	1,799.55 24.82	1,878.17 25.90	1,951.27 26.91	2,037.71 28.10	2,132.42 29.41	2,230.81 30.76	2,334.72 32.20
56	1,839.55 25.37	1,917.71 26.45	1,995.41 27.52	2,086.44 28.77	2,177.94 30.04	2,284.60 31.51	2,394.95 33.03
57	1,878.17 25.90	1,951.27 26.91	2,037.71 28.10	2,132.42 29.41	2,230.81 30.76	2,334.72 32.20	2,445.98 33.73
58	1,917.71 26.45	1,995.41 27.52	2,086.44 28.77	2,177.94 30.04	2,284.60 31.51	2,394.95 33.03	2,500.69 34.49
59	1,951.27 26.91	2,037.71 28.10	2,132.42 29.41	2,230.81 30.76	2,334.72 32.20	2,445.98 33.73	2,558.63 35.29
60	1,995.41 27.52	2,086.44 28.77	2,177.94 30.04	2,284.60 31.51	2,394.95 33.03	2,500.69 34.49	2,613.34 36.04
61	2,037.71 28.10	2,132.42 29.41	2,230.81 30.76	2,334.72 32.20	2,445.98 33.73	2,558.63 35.29	2,678.17 36.94
62	2,086.44 28.77	2,177.94 30.04	2,284.60 31.51	2,394.95 33.03	2,500.69 34.49	2,613.34 36.04	2,741.61 37.81
63	2,132.42 29.41	2,230.81 30.76	2,334.72 32.20	2,445.98 33.73	2,558.63 35.29	2,678.17 36.94	2,801.84 38.64
64	2,177.94 30.04	2,284.60 31.51	2,394.95 33.03	2,500.69 34.49	2,613.34 36.04	2,741.61 37.81	2,868.51 39.56
65	2,230.81 30.76	2,334.72 32.20	2,445.98 33.73	2,558.63 35.29	2,678.17 36.94	2,801.84 38.64	2,929.20 40.40
66	2,284.60 31.51	2,394.95 33.03	2,500.69 34.49	2,613.34 36.04	2,741.61 37.81	2,868.51 39.56	3,000.46 41.38
67	2,334.72 32.20	2,445.98 33.73	2,558.63 35.29	2,678.17 36.94	2,801.84 38.64	2,929.20 40.40	3,065.75 42.28
68	2,394.95 33.03	2,500.69 34.49	2,613.34 36.04	2,741.61 37.81	2,868.51 39.56	3,000.46 41.38	3,139.78 43.30
69	2,445.98 33.73	2,558.63 35.29	2,678.17 36.94	2,801.84 38.64	2,929.20 40.40	3,065.75 42.28	3,213.34 44.32
70	2,500.69 34.49	2,613.34 36.04	2,741.61 37.81	2,868.51 39.56	3,000.46 41.38	3,139.78 43.30	3,292.42 45.41
71	2,558.63 35.29	2,678.17 36.94	2,801.84 38.64	2,929.20 40.40	3,065.75 42.28	3,213.34 44.32	3,368.04 46.45
72	2,613.34 36.04	2,741.61 37.81	2,868.51 39.56	3,000.46 41.38	3,139.78 43.30	3,292.42 45.41	3,452.48 47.62

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

SCHEDULE "B"
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
33	1,230.31 16.96	1,274.30 17.57	1,319.73 18.20	1,378.06 19.00	1,428.75 19.70	1,481.34 20.43	1,541.11 21.25
34	1,253.26 17.28	1,298.69 17.91	1,346.99 18.57	1,403.41 19.35	1,456.96 20.09	1,511.95 20.85	1,567.89 21.62
35	1,274.30 17.57	1,319.73 18.20	1,378.06 19.00	1,428.75 19.70	1,481.34 20.43	1,541.11 21.25	1,601.37 22.08
36	1,298.69 17.91	1,346.99 18.57	1,403.41 19.35	1,456.96 20.09	1,511.95 20.85	1,567.89 21.62	1,631.01 22.49
37	1,319.73 18.20	1,378.06 19.00	1,428.75 19.70	1,481.34 20.43	1,541.11 21.25	1,601.37 22.08	1,666.87 22.99
38	1,346.99 18.57	1,403.41 19.35	1,456.96 20.09	1,511.95 20.85	1,567.89 21.62	1,631.01 22.49	1,699.39 23.43
39	1,378.06 19.00	1,428.75 19.70	1,481.34 20.43	1,541.11 21.25	1,601.37 22.08	1,666.87 22.99	1,734.77 23.92
40	1,403.41 19.35	1,456.96 20.09	1,511.95 20.85	1,567.89 21.62	1,631.01 22.49	1,699.39 23.43	1,766.34 24.36
41	1,428.75 19.70	1,481.34 20.43	1,541.11 21.25	1,601.37 22.08	1,666.87 22.99	1,734.77 23.92	1,801.24 24.84
42	1,456.96 20.09	1,511.95 20.85	1,567.89 21.62	1,631.01 22.49	1,699.39 23.43	1,766.34 24.36	1,839.49 25.37
43	1,481.34 20.43	1,541.11 21.25	1,601.37 22.08	1,666.87 22.99	1,734.77 23.92	1,801.24 24.84	1,871.53 25.81
44	1,511.95 20.85	1,567.89 21.62	1,631.01 22.49	1,699.39 23.43	1,766.34 24.36	1,839.49 25.37	1,913.13 26.38
45	1,541.11 21.25	1,601.37 22.08	1,666.87 22.99	1,734.77 23.92	1,801.24 24.84	1,871.53 25.81	1,953.30 26.94
46	1,567.89 21.62	1,631.01 22.49	1,699.39 23.43	1,766.34 24.36	1,839.49 25.37	1,913.13 26.38	1,994.42 27.50
47	1,601.37 22.08	1,666.87 22.99	1,734.77 23.92	1,801.24 24.84	1,871.53 25.81	1,953.30 26.94	2,029.32 27.99
48	1,631.01 22.49	1,699.39 23.43	1,766.34 24.36	1,839.49 25.37	1,913.13 26.38	1,994.42 27.50	2,075.23 28.62
49	1,666.87 22.99	1,734.77 23.92	1,801.24 24.84	1,871.53 25.81	1,953.30 26.94	2,029.32 27.99	2,119.22 29.23
50	1,699.39 23.43	1,766.34 24.36	1,839.49 25.37	1,913.13 26.38	1,994.42 27.50	2,075.23 28.62	2,169.90 29.92
51	1,734.77 23.92	1,801.24 24.84	1,871.53 25.81	1,953.30 26.94	2,029.32 27.99	2,119.22 29.23	2,217.72 30.58
52	1,766.34 24.36	1,839.49 25.37	1,913.13 26.38	1,994.42 27.50	2,075.23 28.62	2,169.90 29.92	2,265.06 31.24
53	1,801.24 24.84	1,871.53 25.81	1,953.30 26.94	2,029.32 27.99	2,119.22 29.23	2,217.72 30.58	2,320.04 32.00
54	1,839.49 25.37	1,913.13 26.38	1,994.42 27.50	2,075.23 28.62	2,169.90 29.92	2,265.06 31.24	2,375.98 32.77

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
55	1,871.53 25.81	1,953.30 26.94	2,029.32 27.99	2,119.22 29.23	2,217.72 30.58	2,320.04 32.00	2,428.11 33.49
56	1,913.13 26.38	1,994.42 27.50	2,075.23 28.62	2,169.90 29.92	2,265.06 31.24	2,375.98 32.77	2,490.75 34.35
57	1,953.30 26.94	2,029.32 27.99	2,119.22 29.23	2,217.72 30.58	2,320.04 32.00	2,428.11 33.49	2,543.82 35.08
58	1,994.42 27.50	2,075.23 28.62	2,169.90 29.92	2,265.06 31.24	2,375.98 32.77	2,490.75 34.35	2,600.72 35.87
59	2,029.32 27.99	2,119.22 29.23	2,217.72 30.58	2,320.04 32.00	2,428.11 33.49	2,543.82 35.08	2,660.98 36.70
60	2,075.23 28.62	2,169.90 29.92	2,265.06 31.24	2,375.98 32.77	2,490.75 34.35	2,600.72 35.87	2,717.87 37.48
61	2,119.22 29.23	2,217.72 30.58	2,320.04 32.00	2,428.11 33.49	2,543.82 35.08	2,660.98 36.70	2,785.30 38.41
62	2,169.90 29.92	2,265.06 31.24	2,375.98 32.77	2,490.75 34.35	2,600.72 35.87	2,717.87 37.48	2,851.27 39.32
63	2,217.72 30.58	2,320.04 32.00	2,428.11 33.49	2,543.82 35.08	2,660.98 36.70	2,785.30 38.41	2,913.91 40.19
64	2,265.06 31.24	2,375.98 32.77	2,490.75 34.35	2,600.72 35.87	2,717.87 37.48	2,851.27 39.32	2,983.25 41.14
65	2,320.04 32.00	2,428.11 33.49	2,543.82 35.08	2,660.98 36.70	2,785.30 38.41	2,913.91 40.19	3,046.37 42.01
66	2,375.98 32.77	2,490.75 34.35	2,600.72 35.87	2,717.87 37.48	2,851.27 39.32	2,983.25 41.14	3,120.48 43.04
67	2,428.11 33.49	2,543.82 35.08	2,660.98 36.70	2,785.30 38.41	2,913.91 40.19	3,046.37 42.01	3,188.38 43.97
68	2,490.75 34.35	2,600.72 35.87	2,717.87 37.48	2,851.27 39.32	2,983.25 41.14	3,120.48 43.04	3,265.37 45.03
69	2,543.82 35.08	2,660.98 36.70	2,785.30 38.41	2,913.91 40.19	3,046.37 42.01	3,188.38 43.97	3,341.87 46.09
70	2,600.72 35.87	2,717.87 37.48	2,851.27 39.32	2,983.25 41.14	3,120.48 43.04	3,265.37 45.03	3,424.12 47.22
71	2,660.98 36.70	2,785.30 38.41	2,913.91 40.19	3,046.37 42.01	3,188.38 43.97	3,341.87 46.09	3,502.76 48.31
72	2,717.87 37.48	2,851.27 39.32	2,983.25 41.14	3,120.48 43.04	3,265.37 45.03	3,424.12 47.22	3,590.58 49.52

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

SCHEDULE "C"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "D"
EFFECTIVE SEPTEMBER 1, 2010

<u>Class No.</u>	<u>Class Title</u>	<u>Pay Grade</u>
121CT	Caretaking Services 1	33*4
123CT	Caretaking Services 2	39*3
124CT	Caretaking Services 3	43*3
121EO	Equipment Operations 1	39*5
122EO	Equipment Operations 2	47*5
123EO	Equipment Operations 3	51*5
121GS	Grounds/Site Operations 1	39*2
124GS	Grounds/Site Operations 2	43

* Indicates Starting Period in the Grade

SCHEDULE "D"
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
28	1,270.35 17.52	1,302.07 17.95	1,337.94 18.45	1,373.34 18.94	1,409.66 19.44	1,448.28 19.97
29	1,285.06 17.72	1,320.46 18.21	1,354.49 18.68	1,388.97 19.15	1,428.51 19.70	1,468.05 20.24
30	1,302.07 17.95	1,337.94 18.45	1,373.34 18.94	1,409.66 19.44	1,448.28 19.97	1,489.66 20.54
31	1,320.46 18.21	1,354.49 18.68	1,388.97 19.15	1,428.51 19.70	1,468.05 20.24	1,509.43 20.81
32	1,337.94 18.45	1,373.34 18.94	1,409.66 19.44	1,448.28 19.97	1,489.66 20.54	1,532.42 21.13
33	1,354.49 18.68	1,388.97 19.15	1,428.51 19.70	1,468.05 20.24	1,509.43 20.81	1,555.41 21.45
34	1,373.34 18.94	1,409.66 19.44	1,448.28 19.97	1,489.66 20.54	1,532.42 21.13	1,581.15 21.80
35	1,388.97 19.15	1,428.51 19.70	1,468.05 20.24	1,509.43 20.81	1,555.41 21.45	1,605.06 22.13
36	1,409.66 19.44	1,448.28 19.97	1,489.66 20.54	1,532.42 21.13	1,581.15 21.80	1,628.97 22.46
37	1,428.51 19.70	1,468.05 20.24	1,509.43 20.81	1,555.41 21.45	1,605.06 22.13	1,653.34 22.80
38	1,448.28 19.97	1,489.66 20.54	1,532.42 21.13	1,581.15 21.80	1,628.97 22.46	1,685.98 23.25
39	1,468.05 20.24	1,509.43 20.81	1,555.41 21.45	1,605.06 22.13	1,653.34 22.80	1,715.41 23.66
40	1,489.66 20.54	1,532.42 21.13	1,581.15 21.80	1,628.97 22.46	1,685.98 23.25	1,744.83 24.06
41	1,509.43 20.81	1,555.41 21.45	1,605.06 22.13	1,653.34 22.80	1,715.41 23.66	1,775.64 24.49
42	1,532.42 21.13	1,581.15 21.80	1,628.97 22.46	1,685.98 23.25	1,744.83 24.06	1,807.36 24.92
43	1,555.41 21.45	1,605.06 22.13	1,653.34 22.80	1,715.41 23.66	1,775.64 24.49	1,842.30 25.41
44	1,581.15 21.80	1,628.97 22.46	1,685.98 23.25	1,744.83 24.06	1,807.36 24.92	1,876.33 25.88
45	1,605.06 22.13	1,653.34 22.80	1,715.41 23.66	1,775.64 24.49	1,842.30 25.41	1,915.41 26.41
46	1,628.97 22.46	1,685.98 23.25	1,744.83 24.06	1,807.36 24.92	1,876.33 25.88	1,947.59 26.86
47	1,653.34 22.80	1,715.41 23.66	1,775.64 24.49	1,842.30 25.41	1,915.41 26.41	1,980.69 27.31
48	1,685.98 23.25	1,744.83 24.06	1,807.36 24.92	1,876.33 25.88	1,947.59 26.86	2,022.07 27.89
49	1,715.41 23.66	1,775.64 24.49	1,842.30 25.41	1,915.41 26.41	1,980.69 27.31	2,062.99 28.45

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
50	1,744.83 24.06	1,807.36 24.92	1,876.33 25.88	1,947.59 26.86	2,022.07 27.89	2,105.29 29.03
51	1,775.64 24.49	1,842.30 25.41	1,915.41 26.41	1,980.69 27.31	2,062.99 28.45	2,150.81 29.66
52	1,807.36 24.92	1,876.33 25.88	1,947.59 26.86	2,022.07 27.89	2,105.29 29.03	2,195.41 30.28
53	1,842.30 25.41	1,915.41 26.41	1,980.69 27.31	2,062.99 28.45	2,150.81 29.66	2,240.00 30.89
54	1,876.33 25.88	1,947.59 26.86	2,022.07 27.89	2,105.29 29.03	2,195.41 30.28	2,290.58 31.59
55	1,915.41 26.41	1,980.69 27.31	2,062.99 28.45	2,150.81 29.66	2,240.00 30.89	2,338.40 32.25
56	1,947.59 26.86	2,022.07 27.89	2,105.29 29.03	2,195.41 30.28	2,290.58 31.59	2,394.95 33.03
57	1,980.69 27.31	2,062.99 28.45	2,150.81 29.66	2,240.00 30.89	2,338.40 32.25	2,443.68 33.70
58	2,022.07 27.89	2,105.29 29.03	2,195.41 30.28	2,290.58 31.59	2,394.95 33.03	2,496.56 34.43
59	2,062.99 28.45	2,150.81 29.66	2,240.00 30.89	2,338.40 32.25	2,443.68 33.70	2,549.89 35.17
60	2,105.29 29.03	2,195.41 30.28	2,290.58 31.59	2,394.95 33.03	2,496.56 34.43	2,606.44 35.95
61	2,150.81 29.66	2,240.00 30.89	2,338.40 32.25	2,443.68 33.70	2,549.89 35.17	2,665.29 36.76
62	2,195.41 30.28	2,290.58 31.59	2,394.95 33.03	2,496.56 34.43	2,606.44 35.95	2,721.84 37.54
63	2,240.00 30.89	2,338.40 32.25	2,443.68 33.70	2,549.89 35.17	2,665.29 36.76	2,781.61 38.36
64	2,290.58 31.59	2,394.95 33.03	2,496.56 34.43	2,606.44 35.95	2,721.84 37.54	2,841.84 39.19
65	2,338.40 32.25	2,443.68 33.70	2,549.89 35.17	2,665.29 36.76	2,781.61 38.36	2,900.69 40.00
66	2,394.95 33.03	2,496.56 34.43	2,606.44 35.95	2,721.84 37.54	2,841.84 39.19	2,968.74 40.94
67	2,443.68 33.70	2,549.89 35.17	2,665.29 36.76	2,781.61 38.36	2,900.69 40.00	3,030.35 41.79

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

SCHEDULE "D"
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (40 HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
28	1,270.35 15.87	1,302.07 16.27	1,337.94 16.72	1,373.34 17.16	1,409.66 17.62	1,448.28 18.10
29	1,285.06 16.06	1,320.46 16.50	1,354.49 16.93	1,388.97 17.36	1,428.51 17.85	1,468.05 18.35
30	1,302.07 16.27	1,337.94 16.72	1,373.34 17.16	1,409.66 17.62	1,448.28 18.10	1,489.66 18.62
31	1,320.46 16.50	1,354.49 16.93	1,388.97 17.36	1,428.51 17.85	1,468.05 18.35	1,509.43 18.86
32	1,337.94 16.72	1,373.34 17.16	1,409.66 17.62	1,448.28 18.10	1,489.66 18.62	1,532.42 19.15
33	1,354.49 16.93	1,388.97 17.36	1,428.51 17.85	1,468.05 18.35	1,509.43 18.86	1,555.41 19.44
34	1,373.34 17.16	1,409.66 17.62	1,448.28 18.10	1,489.66 18.62	1,532.42 19.15	1,581.15 19.76
35	1,388.97 17.36	1,428.51 17.85	1,468.05 18.35	1,509.43 18.86	1,555.41 19.44	1,605.06 20.06
36	1,409.66 17.62	1,448.28 18.10	1,489.66 18.62	1,532.42 19.15	1,581.15 19.76	1,628.97 20.36
37	1,428.51 17.85	1,468.05 18.35	1,509.43 18.86	1,555.41 19.44	1,605.06 20.06	1,653.34 20.66
38	1,448.28 18.10	1,489.66 18.62	1,532.42 19.15	1,581.15 19.76	1,628.97 20.36	1,685.98 21.07
39	1,468.05 18.35	1,509.43 18.86	1,555.41 19.44	1,605.06 20.06	1,653.34 20.66	1,715.41 21.44
40	1,489.66 18.62	1,532.42 19.15	1,581.15 19.76	1,628.97 20.36	1,685.98 21.07	1,744.83 21.81
41	1,509.43 18.86	1,555.41 19.44	1,605.06 20.06	1,653.34 20.66	1,715.41 21.44	1,775.64 22.19
42	1,532.42 19.15	1,581.15 19.76	1,628.97 20.36	1,685.98 21.07	1,744.83 21.81	1,807.36 22.59
43	1,555.41 19.44	1,605.06 20.06	1,653.34 20.66	1,715.41 21.44	1,775.64 22.19	1,842.30 23.02
44	1,581.15 19.76	1,628.97 20.36	1,685.98 21.07	1,744.83 21.81	1,807.36 22.59	1,876.33 23.45
45	1,605.06 20.06	1,653.34 20.66	1,715.41 21.44	1,775.64 22.19	1,842.30 23.02	1,915.41 23.94
46	1,628.97 20.36	1,685.98 21.07	1,744.83 21.81	1,807.36 22.59	1,876.33 23.45	1,947.59 24.34
47	1,653.34 20.66	1,715.41 21.44	1,775.64 22.19	1,842.30 23.02	1,915.41 23.94	1,980.69 24.75
48	1,685.98 21.07	1,744.83 21.81	1,807.36 22.59	1,876.33 23.45	1,947.59 24.34	2,022.07 25.27
49	1,715.41 21.44	1,775.64 22.19	1,842.30 23.02	1,915.41 23.94	1,980.69 24.75	2,062.99 25.78

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
50	1,744.83 21.81	1,807.36 22.59	1,876.33 23.45	1,947.59 24.34	2,022.07 25.27	2,105.29 26.31
51	1,775.64 22.19	1,842.30 23.02	1,915.41 23.94	1,980.69 24.75	2,062.99 25.78	2,150.81 26.88
52	1,807.36 22.59	1,876.33 23.45	1,947.59 24.34	2,022.07 25.27	2,105.29 26.31	2,195.41 27.44
53	1,842.30 23.02	1,915.41 23.94	1,980.69 24.75	2,062.99 25.78	2,150.81 26.88	2,240.00 28.00
54	1,876.33 23.45	1,947.59 24.34	2,022.07 25.27	2,105.29 26.31	2,195.41 27.44	2,290.58 28.63
55	1,915.41 23.94	1,980.69 24.75	2,062.99 25.78	2,150.81 26.88	2,240.00 28.00	2,338.40 29.23
56	1,947.59 24.34	2,022.07 25.27	2,105.29 26.31	2,195.41 27.44	2,290.58 28.63	2,394.95 29.93
57	1,980.69 24.75	2,062.99 25.78	2,150.81 26.88	2,240.00 28.00	2,338.40 29.23	2,443.68 30.54
58	2,022.07 25.27	2,105.29 26.31	2,195.41 27.44	2,290.58 28.63	2,394.95 29.93	2,496.56 31.20
59	2,062.99 25.78	2,150.81 26.88	2,240.00 28.00	2,338.40 29.23	2,443.68 30.54	2,549.89 31.87
60	2,105.29 26.31	2,195.41 27.44	2,290.58 28.63	2,394.95 29.93	2,496.56 31.20	2,606.44 32.58
61	2,150.81 26.88	2,240.00 28.00	2,338.40 29.23	2,443.68 30.54	2,549.89 31.87	2,665.29 33.31
62	2,195.41 27.44	2,290.58 28.63	2,394.95 29.93	2,496.56 31.20	2,606.44 32.58	2,721.84 34.02
63	2,240.00 28.00	2,338.40 29.23	2,443.68 30.54	2,549.89 31.87	2,665.29 33.31	2,781.61 34.77
64	2,290.58 28.63	2,394.95 29.93	2,496.56 31.20	2,606.44 32.58	2,721.84 34.02	2,841.84 35.52
65	2,338.40 29.23	2,443.68 30.54	2,549.89 31.87	2,665.29 33.31	2,781.61 34.77	2,900.69 36.25
66	2,394.95 29.93	2,496.56 31.20	2,606.44 32.58	2,721.84 34.02	2,841.84 35.52	2,968.74 37.10
67	2,443.68 30.54	2,549.89 31.87	2,665.29 33.31	2,781.61 34.77	2,900.69 36.25	3,030.35 37.87

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

SCHEDULE "D"
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
28	1,321.16 18.22	1,354.15 18.67	1,391.46 19.19	1,428.27 19.70	1,466.05 20.22	1,506.21 20.77
29	1,336.46 18.43	1,373.28 18.94	1,408.67 19.42	1,444.53 19.92	1,485.65 20.49	1,526.77 21.05
30	1,354.15 18.67	1,391.46 19.19	1,428.27 19.70	1,466.05 20.22	1,506.21 20.77	1,549.25 21.36
31	1,373.28 18.94	1,408.67 19.42	1,444.53 19.92	1,485.65 20.49	1,526.77 21.05	1,569.81 21.65
32	1,391.46 19.19	1,428.27 19.70	1,466.05 20.22	1,506.21 20.77	1,549.25 21.36	1,593.72 21.98
33	1,408.67 19.42	1,444.53 19.92	1,485.65 20.49	1,526.77 21.05	1,569.81 21.65	1,617.63 22.31
34	1,428.27 19.70	1,466.05 20.22	1,506.21 20.77	1,549.25 21.36	1,593.72 21.98	1,644.40 22.68
35	1,444.53 19.92	1,485.65 20.49	1,526.77 21.05	1,569.81 21.65	1,617.63 22.31	1,669.26 23.02
36	1,466.05 20.22	1,506.21 20.77	1,549.25 21.36	1,593.72 21.98	1,644.40 22.68	1,694.13 23.36
37	1,485.65 20.49	1,526.77 21.05	1,569.81 21.65	1,617.63 22.31	1,669.26 23.02	1,719.47 23.71
38	1,506.21 20.77	1,549.25 21.36	1,593.72 21.98	1,644.40 22.68	1,694.13 23.36	1,753.42 24.18
39	1,526.77 21.05	1,569.81 21.65	1,617.63 22.31	1,669.26 23.02	1,719.47 23.71	1,784.03 24.60
40	1,549.25 21.36	1,593.72 21.98	1,644.40 22.68	1,694.13 23.36	1,753.42 24.18	1,814.62 25.02
41	1,569.81 21.65	1,617.63 22.31	1,669.26 23.02	1,719.47 23.71	1,784.03 24.60	1,846.67 25.47
42	1,593.72 21.98	1,644.40 22.68	1,694.13 23.36	1,753.42 24.18	1,814.62 25.02	1,879.65 25.92
43	1,617.63 22.31	1,669.26 23.02	1,719.47 23.71	1,784.03 24.60	1,846.67 25.47	1,915.99 26.42
44	1,644.40 22.68	1,694.13 23.36	1,753.42 24.18	1,814.62 25.02	1,879.65 25.92	1,951.38 26.91
45	1,669.26 23.02	1,719.47 23.71	1,784.03 24.60	1,846.67 25.47	1,915.99 26.42	1,992.03 27.47
46	1,694.13 23.36	1,753.42 24.18	1,814.62 25.02	1,879.65 25.92	1,951.38 26.91	2,025.49 27.93
47	1,719.47 23.71	1,784.03 24.60	1,846.67 25.47	1,915.99 26.42	1,992.03 27.47	2,059.92 28.41
48	1,753.42 24.18	1,814.62 25.02	1,879.65 25.92	1,951.38 26.91	2,025.49 27.93	2,102.95 29.00
49	1,784.03 24.60	1,846.67 25.47	1,915.99 26.42	1,992.03 27.47	2,059.92 28.41	2,145.51 29.59

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
50	1,814.62 25.02	1,879.65 25.92	1,951.38 26.91	2,025.49 27.93	2,102.95 29.00	2,189.50 30.20
51	1,846.67 25.47	1,915.99 26.42	1,992.03 27.47	2,059.92 28.41	2,145.51 29.59	2,236.84 30.85
52	1,879.65 25.92	1,951.38 26.91	2,025.49 27.93	2,102.95 29.00	2,189.50 30.20	2,283.23 31.49
53	1,915.99 26.42	1,992.03 27.47	2,059.92 28.41	2,145.51 29.59	2,236.84 30.85	2,329.60 32.13
54	1,951.38 26.91	2,025.49 27.93	2,102.95 29.00	2,189.50 30.20	2,283.23 31.49	2,382.20 32.85
55	1,992.03 27.47	2,059.92 28.41	2,145.51 29.59	2,236.84 30.85	2,329.60 32.13	2,431.94 33.54
56	2,025.49 27.93	2,102.95 29.00	2,189.50 30.20	2,283.23 31.49	2,382.20 32.85	2,490.75 34.35
57	2,059.92 28.41	2,145.51 29.59	2,236.84 30.85	2,329.60 32.13	2,431.94 33.54	2,541.43 35.05
58	2,102.95 29.00	2,189.50 30.20	2,283.23 31.49	2,382.20 32.85	2,490.75 34.35	2,596.42 35.81
59	2,145.51 29.59	2,236.84 30.85	2,329.60 32.13	2,431.94 33.54	2,541.43 35.05	2,651.89 36.57
60	2,189.50 30.20	2,283.23 31.49	2,382.20 32.85	2,490.75 34.35	2,596.42 35.81	2,710.70 37.38
61	2,236.84 30.85	2,329.60 32.13	2,431.94 33.54	2,541.43 35.05	2,651.89 36.57	2,771.90 38.23
62	2,283.23 31.49	2,382.20 32.85	2,490.75 34.35	2,596.42 35.81	2,710.70 37.38	2,830.71 39.04
63	2,329.60 32.13	2,431.94 33.54	2,541.43 35.05	2,651.89 36.57	2,771.90 38.23	2,892.87 39.90
64	2,382.20 32.85	2,490.75 34.35	2,596.42 35.81	2,710.70 37.38	2,830.71 39.04	2,955.51 40.76
65	2,431.94 33.54	2,541.43 35.05	2,651.89 36.57	2,771.90 38.23	2,892.87 39.90	3,016.72 41.60
66	2,490.75 34.35	2,596.42 35.81	2,710.70 37.38	2,830.71 39.04	2,955.51 40.76	3,087.49 42.58
67	2,541.43 35.05	2,651.89 36.57	2,771.90 38.23	2,892.87 39.90	3,016.72 41.60	3,151.56 43.46

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

SCHEDULE "D"
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (40 HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
28	1,321.16 16.51	1,354.15 16.92	1,391.46 17.39	1,428.27 17.85	1,466.05 18.32	1,506.21 18.82
29	1,336.46 16.70	1,373.28 17.16	1,408.67 17.60	1,444.53 18.05	1,485.65 18.57	1,526.77 19.08
30	1,354.15 16.92	1,391.46 17.39	1,428.27 17.85	1,466.05 18.32	1,506.21 18.82	1,549.25 19.36
31	1,373.28 17.16	1,408.67 17.60	1,444.53 18.05	1,485.65 18.57	1,526.77 19.08	1,569.81 19.62
32	1,391.46 17.39	1,428.27 17.85	1,466.05 18.32	1,506.21 18.82	1,549.25 19.36	1,593.72 19.92
33	1,408.67 17.60	1,444.53 18.05	1,485.65 18.57	1,526.77 19.08	1,569.81 19.62	1,617.63 20.22
34	1,428.27 17.85	1,466.05 18.32	1,506.21 18.82	1,549.25 19.36	1,593.72 19.92	1,644.40 20.55
35	1,444.53 18.05	1,485.65 18.57	1,526.77 19.08	1,569.81 19.62	1,617.63 20.22	1,669.26 20.86
36	1,466.05 18.32	1,506.21 18.82	1,549.25 19.36	1,593.72 19.92	1,644.40 20.55	1,694.13 21.17
37	1,485.65 18.57	1,526.77 19.08	1,569.81 19.62	1,617.63 20.22	1,669.26 20.86	1,719.47 21.49
38	1,506.21 18.82	1,549.25 19.36	1,593.72 19.92	1,644.40 20.55	1,694.13 21.17	1,753.42 21.91
39	1,526.77 19.08	1,569.81 19.62	1,617.63 20.22	1,669.26 20.86	1,719.47 21.49	1,784.03 22.30
40	1,549.25 19.36	1,593.72 19.92	1,644.40 20.55	1,694.13 21.17	1,753.42 21.91	1,814.62 22.68
41	1,569.81 19.62	1,617.63 20.22	1,669.26 20.86	1,719.47 21.49	1,784.03 22.30	1,846.67 23.08
42	1,593.72 19.92	1,644.40 20.55	1,694.13 21.17	1,753.42 21.91	1,814.62 22.68	1,879.65 23.49
43	1,617.63 20.22	1,669.26 20.86	1,719.47 21.49	1,784.03 22.30	1,846.67 23.08	1,915.99 23.94
44	1,644.40 20.55	1,694.13 21.17	1,753.42 21.91	1,814.62 22.68	1,879.65 23.49	1,951.38 24.39
45	1,669.26 20.86	1,719.47 21.49	1,784.03 22.30	1,846.67 23.08	1,915.99 23.94	1,992.03 24.90
46	1,694.13 21.17	1,753.42 21.91	1,814.62 22.68	1,879.65 23.49	1,951.38 24.39	2,025.49 25.31
47	1,719.47 21.49	1,784.03 22.30	1,846.67 23.08	1,915.99 23.94	1,992.03 24.90	2,059.92 25.74
48	1,753.42 21.91	1,814.62 22.68	1,879.65 23.49	1,951.38 24.39	2,025.49 25.31	2,102.95 26.28
49	1,784.03 22.30	1,846.67 23.08	1,915.99 23.94	1,992.03 24.90	2,059.92 25.74	2,145.51 26.81

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
50	1,814.62 22.68	1,879.65 23.49	1,951.38 24.39	2,025.49 25.31	2,102.95 26.28	2,189.50 27.36
51	1,846.67 23.08	1,915.99 23.94	1,992.03 24.90	2,059.92 25.74	2,145.51 26.81	2,236.84 27.96
52	1,879.65 23.49	1,951.38 24.39	2,025.49 25.31	2,102.95 26.28	2,189.50 27.36	2,283.23 28.54
53	1,915.99 23.94	1,992.03 24.90	2,059.92 25.74	2,145.51 26.81	2,236.84 27.96	2,329.60 29.12
54	1,951.38 24.39	2,025.49 25.31	2,102.95 26.28	2,189.50 27.36	2,283.23 28.54	2,382.20 29.77
55	1,992.03 24.90	2,059.92 25.74	2,145.51 26.81	2,236.84 27.96	2,329.60 29.12	2,431.94 30.39
56	2,025.49 25.31	2,102.95 26.28	2,189.50 27.36	2,283.23 28.54	2,382.20 29.77	2,490.75 31.13
57	2,059.92 25.74	2,145.51 26.81	2,236.84 27.96	2,329.60 29.12	2,431.94 30.39	2,541.43 31.76
58	2,102.95 26.28	2,189.50 27.36	2,283.23 28.54	2,382.20 29.77	2,490.75 31.13	2,596.42 32.45
59	2,145.51 26.81	2,236.84 27.96	2,329.60 29.12	2,431.94 30.39	2,541.43 31.76	2,651.89 33.14
60	2,189.50 27.36	2,283.23 28.54	2,382.20 29.77	2,490.75 31.13	2,596.42 32.45	2,710.70 33.88
61	2,236.84 27.96	2,329.60 29.12	2,431.94 30.39	2,541.43 31.76	2,651.89 33.14	2,771.90 34.64
62	2,283.23 28.54	2,382.20 29.77	2,490.75 31.13	2,596.42 32.45	2,710.70 33.88	2,830.71 35.38
63	2,329.60 29.12	2,431.94 30.39	2,541.43 31.76	2,651.89 33.14	2,771.90 34.64	2,892.87 36.16
64	2,382.20 29.77	2,490.75 31.13	2,596.42 32.45	2,710.70 33.88	2,830.71 35.38	2,955.51 36.94
65	2,431.94 30.39	2,541.43 31.76	2,651.89 33.14	2,771.90 34.64	2,892.87 36.16	3,016.72 37.70
66	2,490.75 31.13	2,596.42 32.45	2,710.70 33.88	2,830.71 35.38	2,955.51 36.94	3,087.49 38.59
67	2,541.43 31.76	2,651.89 33.14	2,771.90 34.64	2,892.87 36.16	3,016.72 37.70	3,151.56 39.39

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

SCHEDULE "E"
(40 Hours Per Week)

<u>Class No.</u>	<u>Class Title</u>
121EO	Equipment Operations 1
122EO	Equipment Operations 2
123EO	Equipment Operations 3
121GS	Grounds/Site Operations 1
124GS	Grounds/Site Operations 2

LETTER OF UNDERSTANDING

It is understood by the Parties to this Agreement that Wage Employees who work less than twelve (12) consecutive months from their date of hire or last increment but who return in the next season in the same classification within the same Department shall be eligible for an increment effective the first day of the bi-weekly pay period following the completion of a total of twelve months worked provided he is recommended for the increase by his Deputy Head.

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

- A. Pursuant to Clause 2.01(b) of the Master Agreement dated September 28, 2007 and notwithstanding Supplement III of the same Agreement, the Parties shall administer Article 4, Hours of Work, of Subsidiary Agreement #012 to allow Service Alberta to implement modified shifts, as detailed in Appendix "A" for Computer Operations 1 and 2 (class 124CP and 125CP), at the Data Centres.
- B. The Parties also agree that:
- (1) Clause 4.01(a) of Subsidiary Agreement #012 dated September 28, 2007 shall be administered so as to require the equivalent hours of work as would be required of an employee who works a normal 36 1/4 hours per week and occupying a position or as a full-time wage employee performing the work of computer operations and who is required to work the normal hours of work.
 - (2) Notwithstanding Clause 16.05 of the Master Agreement dated September 28, 2007, time worked during meal breaks shall contribute towards the fulfillment of normal hours of work.
 - (3) Notwithstanding Clauses 16.03, 16.04 and 16.05 of the Master Agreement dated September 28, 2007, and Clause 2 above, employees who work extended shifts (12.08 hours per shift) shall normally receive 50 minutes of paid rest periods.
 - (4) Article 18 of the Master Agreement dated September 28, 2007, shall be administered so as to provide shift differential for employees required to work extended shifts (12.08 hours per shift). Such employees shall be paid shift differential for hours worked between 4:00 p.m. and 8:00 a.m., exclusive of any hours for which the employee receives overtime compensation.
 - (5) Articles 4.03(a), 4.04, 4.05(a), 14, 23, 30, 31, 32, 36, 37 and 38 of the Master Agreement dated September 28, 2007, shall be administered so as to provide benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as they would have if the work week had not been modified.
 - (6) All of the above shall be effective from October 1, 2007 until the expiry of the current Collective Agreement between the Parties and any subsequent Collective Agreements, unless opened by either Party by notice to the other Party not less than ninety (90) days prior to the expiry of Subsidiary Agreement #012. Notwithstanding the above this Letter of Understanding shall remain in effect thereafter until a replacement Agreement is established. If the Parties do not reach a new Letter of Understanding within the 90 day notice period, this Letter of Understanding shall become null and void. The Employing Department shall then have a further 90 days to re-establish operations under the terms and conditions identified in the Master and Subsidiary #012 Agreements. The time periods stated above may be extended by mutual agreement.

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

**DATA CENTRES OPERATIONS
MODIFIED 12 HOUR SHIFT SCHEDULE**

	<u>Standard Schedule</u>	<u>Modified Schedule</u>
Annual requirement in hours	1892.25 hours	1892.25 hours
Overall length of work day	8.25 hours	12.08 hours
Meal period	1 hour	None
Hours credited per work day	7.25 hours	12.08 hours
Paid rest periods per work day	2 @ 15 minutes	50 minutes total
Weekly work days	5 @ 7.25 hours	3 @ 12.08 hours
Hours worked per week	36.25 hours	36.25 hours
Paid Holidays Taken (PHT)	13 @ 7.25 hours	94.25 hours
Annual Vacation Leave days		
After 12 months' service	15 @ 7.25 hours	9 @ 12.08 hours
After 8 years' service	20 @ 7.25 hours	12 @ 12.08 hours
After 16 years' service	25 @ 7.25 hours	15 @ 12.08 hours
After 25 years' service	30 @ 7.25 hours	18 @ 12.08 hours
Shift Differential	Not Applicable	16:00 to 08:00
Casual Illness days	10 @ 7.25 hours	6 @ 12.08 hours
General Illness days	80 @ 7.25 hours	48 @ 12.08 hours
LTD Qualifying Period in days	80 @ 7.25 hours	48 @ 12.08 hours
WCB Supplement in days	80 @ 7.25 hours	48 @ 12.08 hours
Special Leave	10 @ 7.25 hours	Individually pro-rated on an hourly basis

LETTER OF UNDERSTANDING - EMPLOYEE RELATIONS COMMITTEE

The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #012, Technical, General and Field Services. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

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. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

The Parties agree that this Committee will be established only in the event that agenda items as outlined in the Terms of Reference are identified and brought forward to the Employer.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

GUY SMITH
President, Alberta Union of
Provincial Employees

**EMPLOYEE RELATIONS COMMITTEE
TECHNICAL, GENERAL AND FIELD SERVICES - SUBSIDIARY #012
TERMS OF REFERENCE**

1.0 PREAMBLE

- 1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by the Technical, General and Field Services, Subsidiary #012. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.
- 1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- 1.3 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. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

2.0 NAME OF COMMITTEE

- 2.1 The name of the Committee shall be: "Employee Relations Committee".

3.0 OBJECTIVE(S)

- 3.1 To promote and maintain effective communications in the areas of:
 - (a) working conditions;
 - (b) policies and procedures;
 - (c) staff development;
 - (d) suggestions for improved efficiency;
 - (e) information exchange relative to proposed operational changes;
 - (f) other matters as agreed to mutually by the Committee;
 - (g) class series.
- 3.2 It is agreed that the Committee will not deal with
 - (i) issues for which there exist avenues for discussion or resolution which have not been explored,
 - (ii) pending or potential grievances,
 - (iii) terms and conditions of the Master Agreement.

4.0 MEMBERSHIP

- 4.1 The Committee shall be composed of equal representatives from Subsidiary #012 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Subsidiary #012 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Subsidiary #012.
- 4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the Committee. The Management Co-Chairperson will be appointed by the Public Service Commissioner.
- 4.5 Participation by Departments in providing Management representatives shall be voluntary.
- 4.6 Ideally the Co-Chairperson will serve for a period of at least one year.

5.0 GENERAL

- 5.1 All members of the Committee will have equal authority to advise, recommend and vote.
- 5.2 The two Co-Chairpersons will alternate in chairing the meetings.
- 5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.
- 5.4 Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.
- 5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.
- 5.6 Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.
- 5.7 The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.
- 5.8 These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.

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 - 40 HOUR PER WEEK SHIFT
ROTATION – DAM TEAM LEADS**

BETWEEN

THE GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING TECHNICAL, GENERAL AND FIELD SERVICES

Pursuant to Article 3 of the Master Collective Agreement between the parties, the parties agree to administer Subsidiary Agreement 012 as follows:

- A. The parties agree that notwithstanding the provisions of sub clause 4.01(c) of Subsidiary Agreement 012, hours of work shall be administered as follows:
1. To allow a schedule of forty (40) hours per week, eight (8) hours per day, for Employees in Technologies 7 classification (Schedule “A”) who are assigned Dam Team Lead duties. The Dam Team Lead positions supervise field staff working in the operations and maintenance of provincially owned water management infrastructure.
 2. Technologies 7 employees assigned Dam Team Lead duties and assigned to work forty (40) hours per week shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty four (10.34) percent. This additional amount should be considered part of their annual salary.
- B. The parties agree that notwithstanding Article 4 of Subsidiary Agreement 012, the hours of work in item “A” above shall be considered regularly scheduled hours of work and not subject to overtime compensation.
- C. Where an Employee’s hours of work are modified by this Letter of Understanding, such Employees will have benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as if the work week was not modified. This will result in no loss or gain in Employee benefits and entitlements.

Either party may terminate this Letter of Understanding at any time with one hundred and twenty (120) days written notice.

This letter shall be in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

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