

SUBSIDIARY AGREEMENT #010

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

REPRESENTING

MEDICAL AND REHABILITATIVE 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.
- 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 the Medical and Rehabilitative 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, the regular rates of pay as outlined in Schedules "A" and "B" shall be effective from the dates as 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 shall be six (6) months.

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 thirty-eight and three-quarter (38 3/4) hours per week or the equivalent on a bi-weekly, monthly or annual basis. The above to be worked at seven and three-quarter (7 3/4) consecutive hours per day, except for lunch periods where applicable.
- 4.02 Notwithstanding Clause 4.01 above, and pursuant to Clauses 16.01 and 16.02 of the Master Agreement, the normal hours of work for the Medical and Health 4 class and Pharmacists allocated to Medical and Health 3 class, shall be thirty-six and one-quarter (36 1/4) hours per week or the equivalent on a bi-weekly or monthly basis.

ARTICLE 5 - OVERTIME

- 5.01 Pursuant to Clauses 17.03(a) and 17.04 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.

ARTICLE 6 - PROTECTIVE CLOTHING

- 6.01 The Employing Department shall maintain all current Employee entitlements with respect to the provision, maintenance, and laundering of protective clothing and uniforms. Where the wearing of such clothing is optional, such option remains with the individual Employee.

- 6.02 Uniforms so provided shall remain the property of the Employing Department.
- 6.03 Safety Clothing shall be provided in accordance with the Occupational Health and Safety Act, and the Radiation Protection Act.

ARTICLE 7 - CASHIER POLICY

- 7.01 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 from 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 8 - SHIFT SCHEDULE FOR CONTINUOUS OPERATIONS

- 8.01 The first shift of the day shall be the shift wherein the majority of hours fall between 00:00 hours and 08:00.
- 8.02 The work week shall commence at 00:00 hours on Sunday.
- 8.03 The schedule of hours to be worked and days off work shall be posted at the Employee's work station at least two (2) weeks in advance and the schedule shall be for a duration of at least three (3) weeks.
- 8.04 Employees may, in the course of their regular duties, be required to work various shifts throughout the twenty-four (24) hour period of the day and the seven (7) day period of the week.
- 8.05 Where operational requirements permit, each Employee shall have two (2) consecutive days off per seven (7) consecutive calendar days; however, no Employee shall be required to work more than eight (8) consecutive calendar days without consecutive days off, unless otherwise mutually agreed. This Clause is not intended to provide for only a 5 on 2 off shift rotation.

- 8.06 Where operational requirements permit, Employees shall be scheduled so that their days of rest fall on a Saturday and the following Sunday at least once in every three (3) weeks or the equivalent ratio.
- 8.07 Except where otherwise mutually agreed, Employees who are required to rotate shifts shall under normal circumstances be assigned day duty at least one-third (1/3) of the assigned work days during a three (3) month period.
- 8.08 Subject to approval of the Employer, Employees may exchange shifts.

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>
10XGN	Graduate Nurse	52*1 – 52*3
103MH	Medical and Health 1	59*2
104MH	Medical and Health 2	62
105MH	Medical and Health 3	65**
106MH	Medical and Health 4	67
101MS	Medical Support 1	40
101LP	Licensed Practical Nurse	39
102RB	Rehabilitation 1	46
103RB	Rehabilitation 2	51*2
104RB	Rehabilitation 3	54
105RB	Rehabilitation 4	61
106RB	Rehabilitation 5	64

* Indicates Starting Period in the Grade (except for the Graduate Nurse class).

** Pharmacists allocated to Medical and Health 3 shall be paid at Pay Grade 67.

SCHEDULE "B"
MEDICAL AND REHABILITATIVE SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
34	1,650.58 22.76	1,707.13 23.54	1,765.98 24.35	1,826.67 25.19	1,889.20 26.05	1,954.03 26.95	2,022.07 27.89
35	1,678.63 23.15	1,736.10 23.94	1,794.95 24.75	1,856.10 25.60	1,919.55 26.47	1,988.05 27.42	2,054.72 28.34
36	1,707.13 23.54	1,765.98 24.35	1,826.67 25.19	1,889.20 26.05	1,954.03 26.95	2,022.07 27.89	2,087.82 28.79
37	1,736.10 23.94	1,794.95 24.75	1,856.10 25.60	1,919.55 26.47	1,988.05 27.42	2,054.72 28.34	2,123.22 29.28
38	1,765.98 24.35	1,826.67 25.19	1,889.20 26.05	1,954.03 26.95	2,022.07 27.89	2,087.82 28.79	2,159.55 29.78
39	1,794.95 24.75	1,856.10 25.60	1,919.55 26.47	1,988.05 27.42	2,054.72 28.34	2,123.22 29.28	2,196.33 30.29
40	1,826.67 25.19	1,889.20 26.05	1,954.03 26.95	2,022.07 27.89	2,087.82 28.79	2,159.55 29.78	2,233.11 30.80
41	1,856.10 25.60	1,919.55 26.47	1,988.05 27.42	2,054.72 28.34	2,123.22 29.28	2,196.33 30.29	2,268.05 31.28
42	1,889.20 26.05	1,954.03 26.95	2,022.07 27.89	2,087.82 28.79	2,159.55 29.78	2,233.11 30.80	2,309.89 31.86
43	1,919.55 26.47	1,988.05 27.42	2,054.72 28.34	2,123.22 29.28	2,196.33 30.29	2,268.05 31.28	2,347.13 32.37
44	1,954.03 26.95	2,022.07 27.89	2,087.82 28.79	2,159.55 29.78	2,233.11 30.80	2,309.89 31.86	2,391.27 32.98
45	1,988.05 27.42	2,054.72 28.34	2,123.22 29.28	2,196.33 30.29	2,268.05 31.28	2,347.13 32.37	2,433.57 33.56
46	2,022.07 27.89	2,087.82 28.79	2,159.55 29.78	2,233.11 30.80	2,309.89 31.86	2,391.27 32.98	2,475.87 34.14
47	2,054.72 28.34	2,123.22 29.28	2,196.33 30.29	2,268.05 31.28	2,347.13 32.37	2,433.57 33.56	2,515.87 34.70
48	2,087.82 28.79	2,159.55 29.78	2,233.11 30.80	2,309.89 31.86	2,391.27 32.98	2,475.87 34.14	2,563.22 35.35
49	2,123.22 29.28	2,196.33 30.29	2,268.05 31.28	2,347.13 32.37	2,433.57 33.56	2,515.87 34.70	2,613.80 36.05
50	2,159.55 29.78	2,233.11 30.80	2,309.89 31.86	2,391.27 32.98	2,475.87 34.14	2,563.22 35.35	2,665.75 36.76
51	2,196.33 30.29	2,268.05 31.28	2,347.13 32.37	2,433.57 33.56	2,515.87 34.70	2,613.80 36.05	2,718.63 37.49
52	2,233.11 30.80	2,309.89 31.86	2,391.27 32.98	2,475.87 34.14	2,563.22 35.35	2,665.75 36.76	2,769.66 38.20
53	2,268.05 31.28	2,347.13 32.37	2,433.57 33.56	2,515.87 34.70	2,613.80 36.05	2,718.63 37.49	2,827.59 39.00
54	2,309.89 31.86	2,391.27 32.98	2,475.87 34.14	2,563.22 35.35	2,665.75 36.76	2,769.66 38.20	2,884.14 39.78
55	2,347.13 32.37	2,433.57 33.56	2,515.87 34.70	2,613.80 36.05	2,718.63 37.49	2,827.59 39.00	2,942.99 40.59

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
56	2,391.27 32.98	2,475.87 34.14	2,563.22 35.35	2,665.75 36.76	2,769.66 38.20	2,884.14 39.78	3,006.90 41.47
57	2,433.57 33.56	2,515.87 34.70	2,613.80 36.05	2,718.63 37.49	2,827.59 39.00	2,942.99 40.59	3,068.05 42.31
58	2,475.87 34.14	2,563.22 35.35	2,665.75 36.76	2,769.66 38.20	2,884.14 39.78	3,006.90 41.47	3,127.82 43.14
59	2,515.87 34.70	2,613.80 36.05	2,718.63 37.49	2,827.59 39.00	2,942.99 40.59	3,068.05 42.31	3,190.81 44.01
60	2,563.22 35.35	2,665.75 36.76	2,769.66 38.20	2,884.14 39.78	3,006.90 41.47	3,127.82 43.14	3,255.18 44.89
61	2,613.80 36.05	2,718.63 37.49	2,827.59 39.00	2,942.99 40.59	3,068.05 42.31	3,190.81 44.01	3,323.22 45.83
62	2,665.75 36.76	2,769.66 38.20	2,884.14 39.78	3,006.90 41.47	3,127.82 43.14	3,255.18 44.89	3,391.27 46.77
63	2,718.63 37.49	2,827.59 39.00	2,942.99 40.59	3,068.05 42.31	3,190.81 44.01	3,323.22 45.83	3,461.15 47.74
64	2,769.66 38.20	2,884.14 39.78	3,006.90 41.47	3,127.82 43.14	3,255.18 44.89	3,391.27 46.77	3,532.88 48.72
65	2,827.59 39.00	2,942.99 40.59	3,068.05 42.31	3,190.81 44.01	3,323.22 45.83	3,461.15 47.74	3,602.76 49.69
66	2,884.14 39.78	3,006.90 41.47	3,127.82 43.14	3,255.18 44.89	3,391.27 46.77	3,532.88 48.72	3,675.87 50.70
67	2,942.99 40.59	3,068.05 42.31	3,190.81 44.01	3,323.22 45.83	3,461.15 47.74	3,602.76 49.69	3,748.51 51.70
68	3,006.90 41.47	3,127.82 43.14	3,255.18 44.89	3,391.27 46.77	3,532.88 48.72	3,675.87 50.70	3,823.45 52.73
69	3,068.05 42.31	3,190.81 44.01	3,323.22 45.83	3,461.15 47.74	3,602.76 49.69	3,748.51 51.70	3,901.15 53.80

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

SCHEDULE "B"
MEDICAL AND REHABILITATIVE SERVICES - SALARY GRID (38 ¾ HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
34	1,650.58 21.29	1,707.13 22.02	1,765.98 22.78	1,826.67 23.56	1,889.20 24.37	1,954.03 25.21	2,022.07 26.09
35	1,678.63 21.65	1,736.10 22.40	1,794.95 23.16	1,856.10 23.94	1,919.55 24.76	1,988.05 25.65	2,054.72 26.51
36	1,707.13 22.02	1,765.98 22.78	1,826.67 23.56	1,889.20 24.37	1,954.03 25.21	2,022.07 26.09	2,087.82 26.93
37	1,736.10 22.40	1,794.95 23.16	1,856.10 23.94	1,919.55 24.76	1,988.05 25.65	2,054.72 26.51	2,123.22 27.39
38	1,765.98 22.78	1,826.67 23.56	1,889.20 24.37	1,954.03 25.21	2,022.07 26.09	2,087.82 26.93	2,159.55 27.86
39	1,794.95 23.16	1,856.10 23.94	1,919.55 24.76	1,988.05 25.65	2,054.72 26.51	2,123.22 27.39	2,196.33 28.33
40	1,826.67 23.56	1,889.20 24.37	1,954.03 25.21	2,022.07 26.09	2,087.82 26.93	2,159.55 27.86	2,233.11 28.81
41	1,856.10 23.94	1,919.55 24.76	1,988.05 25.65	2,054.72 26.51	2,123.22 27.39	2,196.33 28.33	2,268.05 29.26
42	1,889.20 24.37	1,954.03 25.21	2,022.07 26.09	2,087.82 26.93	2,159.55 27.86	2,233.11 28.81	2,309.89 29.80
43	1,919.55 24.76	1,988.05 25.65	2,054.72 26.51	2,123.22 27.39	2,196.33 28.33	2,268.05 29.26	2,347.13 30.28
44	1,954.03 25.21	2,022.07 26.09	2,087.82 26.93	2,159.55 27.86	2,233.11 28.81	2,309.89 29.80	2,391.27 30.85
45	1,988.05 25.65	2,054.72 26.51	2,123.22 27.39	2,196.33 28.33	2,268.05 29.26	2,347.13 30.28	2,433.57 31.40
46	2,022.07 26.09	2,087.82 26.93	2,159.55 27.86	2,233.11 28.81	2,309.89 29.80	2,391.27 30.85	2,475.87 31.94
47	2,054.72 26.51	2,123.22 27.39	2,196.33 28.33	2,268.05 29.26	2,347.13 30.28	2,433.57 31.40	2,515.87 32.46
48	2,087.82 26.93	2,159.55 27.86	2,233.11 28.81	2,309.89 29.80	2,391.27 30.85	2,475.87 31.94	2,563.22 33.07
49	2,123.22 27.39	2,196.33 28.33	2,268.05 29.26	2,347.13 30.28	2,433.57 31.40	2,515.87 32.46	2,613.80 33.72
50	2,159.55 27.86	2,233.11 28.81	2,309.89 29.80	2,391.27 30.85	2,475.87 31.94	2,563.22 33.07	2,665.75 34.39
51	2,196.33 28.33	2,268.05 29.26	2,347.13 30.28	2,433.57 31.40	2,515.87 32.46	2,613.80 33.72	2,718.63 35.07
52	2,233.11 28.81	2,309.89 29.80	2,391.27 30.85	2,475.87 31.94	2,563.22 33.07	2,665.75 34.39	2,769.66 35.73
53	2,268.05 29.26	2,347.13 30.28	2,433.57 31.40	2,515.87 32.46	2,613.80 33.72	2,718.63 35.07	2,827.59 36.48
54	2,309.89 29.80	2,391.27 30.85	2,475.87 31.94	2,563.22 33.07	2,665.75 34.39	2,769.66 35.73	2,884.14 37.21
55	2,347.13 30.28	2,433.57 31.40	2,515.87 32.46	2,613.80 33.72	2,718.63 35.07	2,827.59 36.48	2,942.99 37.97

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
56	2,391.27 30.85	2,475.87 31.94	2,563.22 33.07	2,665.75 34.39	2,769.66 35.73	2,884.14 37.21	3,006.90 38.79
57	2,433.57 31.40	2,515.87 32.46	2,613.80 33.72	2,718.63 35.07	2,827.59 36.48	2,942.99 37.97	3,068.05 39.58
58	2,475.87 31.94	2,563.22 33.07	2,665.75 34.39	2,769.66 35.73	2,884.14 37.21	3,006.90 38.79	3,127.82 40.35
59	2,515.87 32.46	2,613.80 33.72	2,718.63 35.07	2,827.59 36.48	2,942.99 37.97	3,068.05 39.58	3,190.81 41.17
60	2,563.22 33.07	2,665.75 34.39	2,769.66 35.73	2,884.14 37.21	3,006.90 38.79	3,127.82 40.35	3,255.18 42.00
61	2,613.80 33.72	2,718.63 35.07	2,827.59 36.48	2,942.99 37.97	3,068.05 39.58	3,190.81 41.17	3,323.22 42.88
62	2,665.75 34.39	2,769.66 35.73	2,884.14 37.21	3,006.90 38.79	3,127.82 40.35	3,255.18 42.00	3,391.27 43.75
63	2,718.63 35.07	2,827.59 36.48	2,942.99 37.97	3,068.05 39.58	3,190.81 41.17	3,323.22 42.88	3,461.15 44.66
64	2,769.66 35.73	2,884.14 37.21	3,006.90 38.79	3,127.82 40.35	3,255.18 42.00	3,391.27 43.75	3,532.88 45.58
65	2,827.59 36.48	2,942.99 37.97	3,068.05 39.58	3,190.81 41.17	3,323.22 42.88	3,461.15 44.66	3,602.76 46.48
66	2,884.14 37.21	3,006.90 38.79	3,127.82 40.35	3,255.18 42.00	3,391.27 43.75	3,532.88 45.58	3,675.87 47.43
67	2,942.99 37.97	3,068.05 39.58	3,190.81 41.17	3,323.22 42.88	3,461.15 44.66	3,602.76 46.48	3,748.51 48.36
68	3,006.90 38.79	3,127.82 40.35	3,255.18 42.00	3,391.27 43.75	3,532.88 45.58	3,675.87 47.43	3,823.45 49.33
69	3,068.05 39.58	3,190.81 41.17	3,323.22 42.88	3,461.15 44.66	3,602.76 46.48	3,748.51 48.36	3,901.15 50.33

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

SCHEDULE "B"
MEDICAL AND REHABILITATIVE SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
34	1,716.60 23.67	1,775.42 24.48	1,836.62 25.33	1,899.74 26.20	1,964.77 27.10	2,032.19 28.03	2,102.95 29.00
35	1,745.78 24.07	1,805.54 24.90	1,866.75 25.74	1,930.34 26.62	1,996.33 27.53	2,067.57 28.51	2,136.91 29.47
36	1,775.42 24.48	1,836.62 25.33	1,899.74 26.20	1,964.77 27.10	2,032.19 28.03	2,102.95 29.00	2,171.33 29.94
37	1,805.54 24.90	1,866.75 25.74	1,930.34 26.62	1,996.33 27.53	2,067.57 28.51	2,136.91 29.47	2,208.15 30.45
38	1,836.62 25.33	1,899.74 26.20	1,964.77 27.10	2,032.19 28.03	2,102.95 29.00	2,171.33 29.94	2,245.93 30.97
39	1,866.75 25.74	1,930.34 26.62	1,996.33 27.53	2,067.57 28.51	2,136.91 29.47	2,208.15 30.45	2,284.18 31.50
40	1,899.74 26.20	1,964.77 27.10	2,032.19 28.03	2,102.95 29.00	2,171.33 29.94	2,245.93 30.97	2,322.43 32.03
41	1,930.34 26.62	1,996.33 27.53	2,067.57 28.51	2,136.91 29.47	2,208.15 30.45	2,284.18 31.50	2,358.77 32.53
42	1,964.77 27.10	2,032.19 28.03	2,102.95 29.00	2,171.33 29.94	2,245.93 30.97	2,322.43 32.03	2,402.29 33.13
43	1,996.33 27.53	2,067.57 28.51	2,136.91 29.47	2,208.15 30.45	2,284.18 31.50	2,358.77 32.53	2,441.02 33.66
44	2,032.19 28.03	2,102.95 29.00	2,171.33 29.94	2,245.93 30.97	2,322.43 32.03	2,402.29 33.13	2,486.92 34.30
45	2,067.57 28.51	2,136.91 29.47	2,208.15 30.45	2,284.18 31.50	2,358.77 32.53	2,441.02 33.66	2,530.91 34.90
46	2,102.95 29.00	2,171.33 29.94	2,245.93 30.97	2,322.43 32.03	2,402.29 33.13	2,486.92 34.30	2,574.90 35.51
47	2,136.91 29.47	2,208.15 30.45	2,284.18 31.50	2,358.77 32.53	2,441.02 33.66	2,530.91 34.90	2,616.50 36.08
48	2,171.33 29.94	2,245.93 30.97	2,322.43 32.03	2,402.29 33.13	2,486.92 34.30	2,574.90 35.51	2,665.75 36.76
49	2,208.15 30.45	2,284.18 31.50	2,358.77 32.53	2,441.02 33.66	2,530.91 34.90	2,616.50 36.08	2,718.35 37.49
50	2,245.93 30.97	2,322.43 32.03	2,402.29 33.13	2,486.92 34.30	2,574.90 35.51	2,665.75 36.76	2,772.38 38.23
51	2,284.18 31.50	2,358.77 32.53	2,441.02 33.66	2,530.91 34.90	2,616.50 36.08	2,718.35 37.49	2,827.38 38.99
52	2,322.43 32.03	2,402.29 33.13	2,486.92 34.30	2,574.90 35.51	2,665.75 36.76	2,772.38 38.23	2,880.45 39.73
53	2,358.77 32.53	2,441.02 33.66	2,530.91 34.90	2,616.50 36.08	2,718.35 37.49	2,827.38 38.99	2,940.69 40.56
54	2,402.29 33.13	2,486.92 34.30	2,574.90 35.51	2,665.75 36.76	2,772.38 38.23	2,880.45 39.73	2,999.51 41.37
55	2,441.02 33.66	2,530.91 34.90	2,616.50 36.08	2,718.35 37.49	2,827.38 38.99	2,940.69 40.56	3,060.71 42.21

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
56	2,486.92 34.30	2,574.90 35.51	2,665.75 36.76	2,772.38 38.23	2,880.45 39.73	2,999.51 41.37	3,127.18 43.13
57	2,530.91 34.90	2,616.50 36.08	2,718.35 37.49	2,827.38 38.99	2,940.69 40.56	3,060.71 42.21	3,190.77 44.01
58	2,574.90 35.51	2,665.75 36.76	2,772.38 38.23	2,880.45 39.73	2,999.51 41.37	3,127.18 43.13	3,252.93 44.86
59	2,616.50 36.08	2,718.35 37.49	2,827.38 38.99	2,940.69 40.56	3,060.71 42.21	3,190.77 44.01	3,318.44 45.77
60	2,665.75 36.76	2,772.38 38.23	2,880.45 39.73	2,999.51 41.37	3,127.18 43.13	3,252.93 44.86	3,385.39 46.69
61	2,718.35 37.49	2,827.38 38.99	2,940.69 40.56	3,060.71 42.21	3,190.77 44.01	3,318.44 45.77	3,456.15 47.67
62	2,772.38 38.23	2,880.45 39.73	2,999.51 41.37	3,127.18 43.13	3,252.93 44.86	3,385.39 46.69	3,526.92 48.64
63	2,827.38 38.99	2,940.69 40.56	3,060.71 42.21	3,190.77 44.01	3,318.44 45.77	3,456.15 47.67	3,599.60 49.64
64	2,880.45 39.73	2,999.51 41.37	3,127.18 43.13	3,252.93 44.86	3,385.39 46.69	3,526.92 48.64	3,674.20 50.67
65	2,940.69 40.56	3,060.71 42.21	3,190.77 44.01	3,318.44 45.77	3,456.15 47.67	3,599.60 49.64	3,746.87 51.68
66	2,999.51 41.37	3,127.18 43.13	3,252.93 44.86	3,385.39 46.69	3,526.92 48.64	3,674.20 50.67	3,822.90 52.72
67	3,060.71 42.21	3,190.77 44.01	3,318.44 45.77	3,456.15 47.67	3,599.60 49.64	3,746.87 51.68	3,898.45 53.77
68	3,127.18 43.13	3,252.93 44.86	3,385.39 46.69	3,526.92 48.64	3,674.20 50.67	3,822.90 52.72	3,976.39 54.84
69	3,190.77 44.01	3,318.44 45.77	3,456.15 47.67	3,599.60 49.64	3,746.87 51.68	3,898.45 53.77	4,057.20 55.96

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

SCHEDULE "B"
MEDICAL AND REHABILITATIVE SERVICES - SALARY GRID (38 ¾ HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
34	1,716.60 22.14	1,775.42 22.90	1,836.62 23.69	1,899.74 24.51	1,964.77 25.35	2,032.19 26.22	2,102.95 27.13
35	1,745.78 22.52	1,805.54 23.29	1,866.75 24.08	1,930.34 24.90	1,996.33 25.75	2,067.57 26.67	2,136.91 27.57
36	1,775.42 22.90	1,836.62 23.69	1,899.74 24.51	1,964.77 25.35	2,032.19 26.22	2,102.95 27.13	2,171.33 28.01
37	1,805.54 23.29	1,866.75 24.08	1,930.34 24.90	1,996.33 25.75	2,067.57 26.67	2,136.91 27.57	2,208.15 28.49
38	1,836.62 23.69	1,899.74 24.51	1,964.77 25.35	2,032.19 26.22	2,102.95 27.13	2,171.33 28.01	2,245.93 28.97
39	1,866.75 24.08	1,930.34 24.90	1,996.33 25.75	2,067.57 26.67	2,136.91 27.57	2,208.15 28.49	2,284.18 29.47
40	1,899.74 24.51	1,964.77 25.35	2,032.19 26.22	2,102.95 27.13	2,171.33 28.01	2,245.93 28.97	2,322.43 29.96
41	1,930.34 24.90	1,996.33 25.75	2,067.57 26.67	2,136.91 27.57	2,208.15 28.49	2,284.18 29.47	2,358.77 30.43
42	1,964.77 25.35	2,032.19 26.22	2,102.95 27.13	2,171.33 28.01	2,245.93 28.97	2,322.43 29.96	2,402.29 30.99
43	1,996.33 25.75	2,067.57 26.67	2,136.91 27.57	2,208.15 28.49	2,284.18 29.47	2,358.77 30.43	2,441.02 31.49
44	2,032.19 26.22	2,102.95 27.13	2,171.33 28.01	2,245.93 28.97	2,322.43 29.96	2,402.29 30.99	2,486.92 32.08
45	2,067.57 26.67	2,136.91 27.57	2,208.15 28.49	2,284.18 29.47	2,358.77 30.43	2,441.02 31.49	2,530.91 32.65
46	2,102.95 27.13	2,171.33 28.01	2,245.93 28.97	2,322.43 29.96	2,402.29 30.99	2,486.92 32.08	2,574.90 33.22
47	2,136.91 27.57	2,208.15 28.49	2,284.18 29.47	2,358.77 30.43	2,441.02 31.49	2,530.91 32.65	2,616.50 33.76
48	2,171.33 28.01	2,245.93 28.97	2,322.43 29.96	2,402.29 30.99	2,486.92 32.08	2,574.90 33.22	2,665.75 34.39
49	2,208.15 28.49	2,284.18 29.47	2,358.77 30.43	2,441.02 31.49	2,530.91 32.65	2,616.50 33.76	2,718.35 35.07
50	2,245.93 28.97	2,322.43 29.96	2,402.29 30.99	2,486.92 32.08	2,574.90 33.22	2,665.75 34.39	2,772.38 35.77
51	2,284.18 29.47	2,358.77 30.43	2,441.02 31.49	2,530.91 32.65	2,616.50 33.76	2,718.35 35.07	2,827.38 36.48
52	2,322.43 29.96	2,402.29 30.99	2,486.92 32.08	2,574.90 33.22	2,665.75 34.39	2,772.38 35.77	2,880.45 37.16
53	2,358.77 30.43	2,441.02 31.49	2,530.91 32.65	2,616.50 33.76	2,718.35 35.07	2,827.38 36.48	2,940.69 37.94
54	2,402.29 30.99	2,486.92 32.08	2,574.90 33.22	2,665.75 34.39	2,772.38 35.77	2,880.45 37.16	2,999.51 38.70
55	2,441.02 31.49	2,530.91 32.65	2,616.50 33.76	2,718.35 35.07	2,827.38 36.48	2,940.69 37.94	3,060.71 39.49

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
56	2,486.92 32.08	2,574.90 33.22	2,665.75 34.39	2,772.38 35.77	2,880.45 37.16	2,999.51 38.70	3,127.18 40.35
57	2,530.91 32.65	2,616.50 33.76	2,718.35 35.07	2,827.38 36.48	2,940.69 37.94	3,060.71 39.49	3,190.77 41.17
58	2,574.90 33.22	2,665.75 34.39	2,772.38 35.77	2,880.45 37.16	2,999.51 38.70	3,127.18 40.35	3,252.93 41.97
59	2,616.50 33.76	2,718.35 35.07	2,827.38 36.48	2,940.69 37.94	3,060.71 39.49	3,190.77 41.17	3,318.44 42.81
60	2,665.75 34.39	2,772.38 35.77	2,880.45 37.16	2,999.51 38.70	3,127.18 40.35	3,252.93 41.97	3,385.39 43.68
61	2,718.35 35.07	2,827.38 36.48	2,940.69 37.94	3,060.71 39.49	3,190.77 41.17	3,318.44 42.81	3,456.15 44.59
62	2,772.38 35.77	2,880.45 37.16	2,999.51 38.70	3,127.18 40.35	3,252.93 41.97	3,385.39 43.68	3,526.92 45.50
63	2,827.38 36.48	2,940.69 37.94	3,060.71 39.49	3,190.77 41.17	3,318.44 42.81	3,456.15 44.59	3,599.60 46.44
64	2,880.45 37.16	2,999.51 38.70	3,127.18 40.35	3,252.93 41.97	3,385.39 43.68	3,526.92 45.50	3,674.20 47.40
65	2,940.69 37.94	3,060.71 39.49	3,190.77 41.17	3,318.44 42.81	3,456.15 44.59	3,599.60 46.44	3,746.87 48.34
66	2,999.51 38.70	3,127.18 40.35	3,252.93 41.97	3,385.39 43.68	3,526.92 45.50	3,674.20 47.40	3,822.90 49.32
67	3,060.71 39.49	3,190.77 41.17	3,318.44 42.81	3,456.15 44.59	3,599.60 46.44	3,746.87 48.34	3,898.45 50.30
68	3,127.18 40.35	3,252.93 41.97	3,385.39 43.68	3,526.92 45.50	3,674.20 47.40	3,822.90 49.32	3,976.39 51.30
69	3,190.77 41.17	3,318.44 42.81	3,456.15 44.59	3,599.60 46.44	3,746.87 48.34	3,898.45 50.30	4,057.20 52.35

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

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 #010, Medical and Rehabilitative Services.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of once per 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 members of this Committee shall be appointed within thirty calendar days of the signing of the new Subsidiary Agreement #010.

Where matters of mutual interest affect Employees from any other subsidiary agreements, a joint committee will be the forum for discussion, with Employee representation from those affected subsidiary agreements.

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

**EMPLOYEE RELATIONS COMMITTEE
MEDICAL AND REHABILITATIVE SERVICES - SUBSIDIARY #010
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 Medical and Rehabilitative Services, Subsidiary #010.
- 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 once per 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.

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;
 - (h) 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 Local 010 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Local 010 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Local 010.
- 4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the committee. The Management Co-Chairperson will similarly be appointed from and elected by the Management representatives of the committee.
- 4.5 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 once per 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 by 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.

6.0 Notwithstanding the above, the Parties agree that agenda items that will be reviewed will include matters of:

- orientation;
- in-service programs;
- preventative health;
- hazardous working conditions;
- assignment and execution of responsibilities.

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

LETTER OF UNDERSTANDING - WAGE EMPLOYEES

Whereas it is the desire of the parties to maintain proper employment status of wage employees working for the Department of Solicitor General and Public Security, Corrections Division;

Therefore, the parties agree to the following:

1. Every six (6) months a joint committee, comprised of three (3) representatives for the AUPE and three (3) representatives for the Department, shall meet and review the employment status of Subsidiary 10 members working in Adult and Young Offenders Centres and Community Corrections Centres.
2. The Employer shall provide the joint committee with staffing information and should the joint committee find that staff employed on wages do not have their proper employment status, they shall be appointed to a permanent position within three (3) months of such finding.
3. These terms have application only for the Department of Solicitor General and Public Security, Corrections Division.

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 – SUBSIDIARY #010 - PROFESSIONAL FEES

The Ministries undertake that professional fees will be reimbursed for employees who as a condition of their employment are required to hold professional registration.

This Letter of Intent applies to employees who are in a permanent position and have completed their probationary period, temporary salaried employees who have at least one year of service and 2850 wage employees.

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 - JOINT CONSULTATION COMMITTEE

JOINT CONSULTATION COMMITTEE

The Parties agree to establish a Joint Consultation Committee.

PURPOSES OF THE JOINT CONSULTATION COMMITTEE

- To facilitate ongoing Union review and input into the development and implementation of a Human Resources Plan to respond to future changes to the role, structure and operation of Michener Services.
- To recommend action to the Chief Operating Officer (COO), Michener Services, for his/her consideration.
- To establish and maintain improved communication structures between the Union, the employees and Michener Services management.
- To foster and maintain improved working relationships between the Union, the employees and Michener Services management.
- To reduce uncertainty by providing timely and accurate information to concerned employees.

GENERAL GUIDELINES

The Committee will ensure that employee rights under Article 12 and 15 of the Master Agreement are properly considered and are communicated to employees.

The Committee will monitor Michener Services' objective to accomplish staff adjustments, by attrition, to the extent feasible and in reverse order of permanency.

The Committee will monitor Michener Services' efforts to ensure that resources are available to assist interested employees to contact other employers.

The Committee will monitor the Michener Services' efforts to ensure that employees retrained under collective agreement provisions will have prior access to open or new positions for which they are qualified in accordance with the collective agreement.

COMMITTEE PROCESSES

The Committee shall be established when a need is identified by either of the Parties. The Committee shall consist of management representatives and one employee representative, unless otherwise agreed by the co-chairs, from any or all Subsidiary Agreements, appointed by the applicable participating Local Council of A.U.P.E.

The Committee will normally meet during working hours and Committee members shall receive time off without loss of regular earnings for time spent in joint meetings.

The Committee shall be chaired by either a nominee from the participating Locals or a management representative.

Committee members shall not vote on recommendations. However, agreed recommendations shall be submitted jointly to the COO listed above. An individual member is also free to submit their recommendations to the COO.

The Employer will endeavour to encourage any new employer to offer employment opportunities to existing employees.

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

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ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees