

**SUBSIDIARY AGREEMENT #006**

**BETWEEN**

**THE GOVERNMENT OF  
THE PROVINCE OF ALBERTA**

**AND**

**THE ALBERTA UNION  
OF PROVINCIAL EMPLOYEES**

**REPRESENTING**

**SOCIAL 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 Social 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 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 by this Agreement shall be twelve (12) months except the following classifications which shall be six (6) months.

064CC Child and Youth Care Worker 1

- 3.02 Continuous full time employment in the public service, immediately preceding the appointment to a permanent position, shall be counted towards the probationary period provided that the duties that were performed are comparable to the duties of the permanent position. Comparability shall only be determined by comparison of duties performed immediately preceding the appointment to a permanent position to the duties of the permanent position.

## **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-eight and three-quarters (38 3/4) hours per week for Child and Youth Care Workers,
  - (b) thirty-six and one-quarter (36 1/4) hours per week for all other Employees.

## ARTICLE 5 - OVERTIME

- 5.01 Employees covered by this Agreement will be compensated for authorized overtime hours worked pursuant to Article 17 of the Master Agreement, except that the provisions of Clause 17.04 shall apply only to Employees occupying positions in the Child and Youth Care Worker stream.
- 5.02 Employees assigned to a Child and Youth Care Worker class shall be eligible for overtime compensation pursuant to Clause 17.03(a) of the Master Agreement.
- 5.03 Pursuant to Clause 17.03(b) of the Master Agreement, Employees in all classes other than Child and Youth Care Worker classes shall normally be scheduled for work so that total hours worked during any week do not exceed the normal weekly hours of work. When an Employee has worked hours in excess of normal weekly hours of work, the Employee shall be compensated for those overtime hours at one and one-half (1 1/2) times his regular salary.
- 5.04 Pursuant to Clause 5.03, the Employing Department shall grant compensatory time off in lieu of authorized overtime hours during the same month or the month following the month in which the overtime hours were worked. Such time off will be scheduled by the Employing Department in accordance with operational requirements, and at a time which is mutually satisfactory to the Employee and Employer. Where compensatory time off with pay cannot be scheduled by the end of the month following the period in which the overtime was earned, the overtime will be paid out at one and one-half (1 1/2) times regular salary.
- 5.05 An Employee may request monetary compensation for authorized overtime in writing at the beginning of each month. Such request shall be subject to approval by the Employing Department.
- 5.06 Overtime pay shall be calculated from the annual salary rate in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.
- 5.07 When an Employee other than a Child and Youth Care Worker is required to attend court in his official capacity on a regularly scheduled day of rest, time spent in court shall be compensated as follows:
- (a) If the court time is scheduled in advance, time spent at court proceedings shall be recognized, at hour for hour towards the normal weekly hours of work, however, if such time is less than two hours, he shall be credited with a minimum of two (2) hours towards the normal weekly hours of work.
  - (b) If the court time is not scheduled in advance, then time spent in court shall be compensated in accordance with Article 19 of the Master 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>
061HS	Human Services Worker 1	52
062HS	Human Services Worker 2	56
063HS	Human Services Worker 3	60
064HS	Human Services Worker 4	64
065HS	Human Services Worker 5	66
066HS	Human Services Worker 6	68
067HS	Human Services Worker 7	72
(064CC)	Child & Youth Care Worker 1	58
(065CY)	Child & Youth Care Worker 2	62
(066CY)	Child & Youth Care Worker 3	68
065PY	Psychology Assistant	66
066PY	Psychologist 1 / Clinician	72
067PY	Psychologist 2	79

(38 3/4 hour Classes)

**SCHEDULE "B"**  
**SOCIAL SERVICES - SALARY GRID (36 ¼ HOUR)\***  
**EFFECTIVE SEPTEMBER 1, 2010**

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
47	1,579.32 21.78	1,636.79 22.57	1,699.32 23.43	1,756.79 24.23	1,826.67 25.19	1,895.18 26.14	1,967.36 27.13
48	1,608.28 22.18	1,668.97 23.02	1,729.66 23.85	1,793.57 24.73	1,862.53 25.69	1,935.18 26.69	2,008.74 27.70
49	1,636.79 22.57	1,699.32 23.43	1,756.79 24.23	1,826.67 25.19	1,895.18 26.14	1,967.36 27.13	2,047.36 28.23
50	1,668.97 23.02	1,729.66 23.85	1,793.57 24.73	1,862.53 25.69	1,935.18 26.69	2,008.74 27.70	2,094.26 28.88
51	1,699.32 23.43	1,756.79 24.23	1,826.67 25.19	1,895.18 26.14	1,967.36 27.13	2,047.36 28.23	2,136.56 29.46
52	1,729.66 23.85	1,793.57 24.73	1,862.53 25.69	1,935.18 26.69	2,008.74 27.70	2,094.26 28.88	2,179.32 30.05
53	1,756.79 24.23	1,826.67 25.19	1,895.18 26.14	1,967.36 27.13	2,047.36 28.23	2,136.56 29.46	2,227.13 30.71
54	1,793.57 24.73	1,862.53 25.69	1,935.18 26.69	2,008.74 27.70	2,094.26 28.88	2,179.32 30.05	2,277.71 31.41
55	1,826.67 25.19	1,895.18 26.14	1,967.36 27.13	2,047.36 28.23	2,136.56 29.46	2,227.13 30.71	2,326.90 32.09
56	1,862.53 25.69	1,935.18 26.69	2,008.74 27.70	2,094.26 28.88	2,179.32 30.05	2,277.71 31.41	2,379.32 32.81
57	1,895.18 26.14	1,967.36 27.13	2,047.36 28.23	2,136.56 29.46	2,227.13 30.71	2,326.90 32.09	2,428.51 33.49
58	1,935.18 26.69	2,008.74 27.70	2,094.26 28.88	2,179.32 30.05	2,277.71 31.41	2,379.32 32.81	2,480.46 34.21
59	1,967.36 27.13	2,047.36 28.23	2,136.56 29.46	2,227.13 30.71	2,326.90 32.09	2,428.51 33.49	2,532.42 34.92
60	2,008.74 27.70	2,094.26 28.88	2,179.32 30.05	2,277.71 31.41	2,379.32 32.81	2,480.46 34.21	2,588.97 35.70
61	2,047.36 28.23	2,136.56 29.46	2,227.13 30.71	2,326.90 32.09	2,428.51 33.49	2,532.42 34.92	2,643.22 36.45
62	2,094.26 28.88	2,179.32 30.05	2,277.71 31.41	2,379.32 32.81	2,480.46 34.21	2,588.97 35.70	2,702.99 37.28
63	2,136.56 29.46	2,227.13 30.71	2,326.90 32.09	2,428.51 33.49	2,532.42 34.92	2,643.22 36.45	2,756.33 38.01
64	2,179.32 30.05	2,277.71 31.41	2,379.32 32.81	2,480.46 34.21	2,588.97 35.70	2,702.99 37.28	2,820.69 38.90
65	2,227.13 30.71	2,326.90 32.09	2,428.51 33.49	2,532.42 34.92	2,643.22 36.45	2,756.33 38.01	2,878.63 39.70
66	2,277.71 31.41	2,379.32 32.81	2,480.46 34.21	2,588.97 35.70	2,702.99 37.28	2,820.69 38.90	2,944.37 40.61
67	2,326.90 32.09	2,428.51 33.49	2,532.42 34.92	2,643.22 36.45	2,756.33 38.01	2,878.63 39.70	3,005.98 41.46
68	2,379.32 32.81	2,480.46 34.21	2,588.97 35.70	2,702.99 37.28	2,820.69 38.90	2,944.37 40.61	3,075.41 42.41

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
69	2,428.51 33.49	2,532.42 34.92	2,643.22 36.45	2,756.33 38.01	2,878.63 39.70	3,005.98 41.46	3,142.99 43.35
70	2,480.46 34.21	2,588.97 35.70	2,702.99 37.28	2,820.69 38.90	2,944.37 40.61	3,075.41 42.41	3,213.34 44.32
71	2,532.42 34.92	2,643.22 36.45	2,756.33 38.01	2,878.63 39.70	3,005.98 41.46	3,142.99 43.35	3,281.38 45.26
72	2,588.97 35.70	2,702.99 37.28	2,820.69 38.90	2,944.37 40.61	3,075.41 42.41	3,213.34 44.32	3,352.65 46.24
73	2,643.22 36.45	2,756.33 38.01	2,878.63 39.70	3,005.98 41.46	3,142.99 43.35	3,281.38 45.26	3,423.45 47.22
74	2,702.99 37.28	2,820.69 38.90	2,944.37 40.61	3,075.41 42.41	3,213.34 44.32	3,352.65 46.24	3,497.94 48.24
75	2,756.33 38.01	2,878.63 39.70	3,005.98 41.46	3,142.99 43.35	3,281.38 45.26	3,423.45 47.22	3,570.58 49.24
76	2,820.69 38.90	2,944.37 40.61	3,075.41 42.41	3,213.34 44.32	3,352.65 46.24	3,497.94 48.24	3,647.82 50.31
77	2,878.63 39.70	3,005.98 41.46	3,142.99 43.35	3,281.38 45.26	3,423.45 47.22	3,570.58 49.24	3,724.60 51.37
78	2,944.37 40.61	3,075.41 42.41	3,213.34 44.32	3,352.65 46.24	3,497.94 48.24	3,647.82 50.31	3,804.14 52.47
79	3,005.98 41.46	3,142.99 43.35	3,281.38 45.26	3,423.45 47.22	3,570.58 49.24	3,724.60 51.37	3,884.14 53.57
80	3,075.41 42.41	3,213.34 44.32	3,352.65 46.24	3,497.94 48.24	3,647.82 50.31	3,804.14 52.47	3,967.16 54.71
81	3,142.99 43.35	3,281.38 45.26	3,423.45 47.22	3,570.58 49.24	3,724.60 51.37	3,884.14 53.57	4,050.51 55.86

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

**SCHEDULE "B"**  
**SOCIAL SERVICES - SALARY GRID (38 ¾ HOUR)\***  
**EFFECTIVE SEPTEMBER 1, 2010**

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
47	1,579.32 20.37	1,636.79 21.11	1,699.32 21.92	1,756.79 22.66	1,826.67 23.56	1,895.18 24.45	1,967.36 25.38
48	1,608.28 20.75	1,668.97 21.53	1,729.66 22.31	1,793.57 23.14	1,862.53 24.03	1,935.18 24.97	2,008.74 25.91
49	1,636.79 21.11	1,699.32 21.92	1,756.79 22.66	1,826.67 23.56	1,895.18 24.45	1,967.36 25.38	2,047.36 26.41
50	1,668.97 21.53	1,729.66 22.31	1,793.57 23.14	1,862.53 24.03	1,935.18 24.97	2,008.74 25.91	2,094.26 27.02
51	1,699.32 21.92	1,756.79 22.66	1,826.67 23.56	1,895.18 24.45	1,967.36 25.38	2,047.36 26.41	2,136.56 27.56
52	1,729.66 22.31	1,793.57 23.14	1,862.53 24.03	1,935.18 24.97	2,008.74 25.91	2,094.26 27.02	2,179.32 28.12
53	1,756.79 22.66	1,826.67 23.56	1,895.18 24.45	1,967.36 25.38	2,047.36 26.41	2,136.56 27.56	2,227.13 28.73
54	1,793.57 23.14	1,862.53 24.03	1,935.18 24.97	2,008.74 25.91	2,094.26 27.02	2,179.32 28.12	2,277.71 29.38
55	1,826.67 23.56	1,895.18 24.45	1,967.36 25.38	2,047.36 26.41	2,136.56 27.56	2,227.13 28.73	2,326.90 30.02
56	1,862.53 24.03	1,935.18 24.97	2,008.74 25.91	2,094.26 27.02	2,179.32 28.12	2,277.71 29.38	2,379.32 30.70
57	1,895.18 24.45	1,967.36 25.38	2,047.36 26.41	2,136.56 27.56	2,227.13 28.73	2,326.90 30.02	2,428.51 31.33
58	1,935.18 24.97	2,008.74 25.91	2,094.26 27.02	2,179.32 28.12	2,277.71 29.38	2,379.32 30.70	2,480.46 32.00
59	1,967.36 25.38	2,047.36 26.41	2,136.56 27.56	2,227.13 28.73	2,326.90 30.02	2,428.51 31.33	2,532.42 32.67
60	2,008.74 25.91	2,094.26 27.02	2,179.32 28.12	2,277.71 29.38	2,379.32 30.70	2,480.46 32.00	2,588.97 33.40
61	2,047.36 26.41	2,136.56 27.56	2,227.13 28.73	2,326.90 30.02	2,428.51 31.33	2,532.42 32.67	2,643.22 34.10
62	2,094.26 27.02	2,179.32 28.12	2,277.71 29.38	2,379.32 30.70	2,480.46 32.00	2,588.97 33.40	2,702.99 34.87
63	2,136.56 27.56	2,227.13 28.73	2,326.90 30.02	2,428.51 31.33	2,532.42 32.67	2,643.22 34.10	2,756.33 35.56
64	2,179.32 28.12	2,277.71 29.38	2,379.32 30.70	2,480.46 32.00	2,588.97 33.40	2,702.99 34.87	2,820.69 36.39
65	2,227.13 28.73	2,326.90 30.02	2,428.51 31.33	2,532.42 32.67	2,643.22 34.10	2,756.33 35.56	2,878.63 37.14
66	2,277.71 29.38	2,379.32 30.70	2,480.46 32.00	2,588.97 33.40	2,702.99 34.87	2,820.69 36.39	2,944.37 37.99
67	2,326.90 30.02	2,428.51 31.33	2,532.42 32.67	2,643.22 34.10	2,756.33 35.56	2,878.63 37.14	3,005.98 38.78
68	2,379.32 30.70	2,480.46 32.00	2,588.97 33.40	2,702.99 34.87	2,820.69 36.39	2,944.37 37.99	3,075.41 39.68

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
69	2,428.51 31.33	2,532.42 32.67	2,643.22 34.10	2,756.33 35.56	2,878.63 37.14	3,005.98 38.78	3,142.99 40.55
70	2,480.46 32.00	2,588.97 33.40	2,702.99 34.87	2,820.69 36.39	2,944.37 37.99	3,075.41 39.68	3,213.34 41.46
71	2,532.42 32.67	2,643.22 34.10	2,756.33 35.56	2,878.63 37.14	3,005.98 38.78	3,142.99 40.55	3,281.38 42.34
72	2,588.97 33.40	2,702.99 34.87	2,820.69 36.39	2,944.37 37.99	3,075.41 39.68	3,213.34 41.46	3,352.65 43.26
73	2,643.22 34.10	2,756.33 35.56	2,878.63 37.14	3,005.98 38.78	3,142.99 40.55	3,281.38 42.34	3,423.45 44.17
74	2,702.99 34.87	2,820.69 36.39	2,944.37 37.99	3,075.41 39.68	3,213.34 41.46	3,352.65 43.26	3,497.94 45.13
75	2,756.33 35.56	2,878.63 37.14	3,005.98 38.78	3,142.99 40.55	3,281.38 42.34	3,423.45 44.17	3,570.58 46.07
76	2,820.69 36.39	2,944.37 37.99	3,075.41 39.68	3,213.34 41.46	3,352.65 43.26	3,497.94 45.13	3,647.82 47.06
77	2,878.63 37.14	3,005.98 38.78	3,142.99 40.55	3,281.38 42.34	3,423.45 44.17	3,570.58 46.07	3,724.60 48.05
78	2,944.37 37.99	3,075.41 39.68	3,213.34 41.46	3,352.65 43.26	3,497.94 45.13	3,647.82 47.06	3,804.14 49.08
79	3,005.98 38.78	3,142.99 40.55	3,281.38 42.34	3,423.45 44.17	3,570.58 46.07	3,724.60 48.05	3,884.14 50.11
80	3,075.41 39.68	3,213.34 41.46	3,352.65 43.26	3,497.94 45.13	3,647.82 47.06	3,804.14 49.08	3,967.16 51.18
81	3,142.99 40.55	3,281.38 42.34	3,423.45 44.17	3,570.58 46.07	3,724.60 48.05	3,884.14 50.11	4,050.51 52.26

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

**SCHEDULE "B"**  
**SOCIAL SERVICES - SALARY GRID (36 ¼ HOUR)\***  
**EFFECTIVE APRIL 1, 2012**

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
47	1,642.49 22.65	1,702.26 23.47	1,767.29 24.37	1,827.06 25.20	1,899.74 26.20	1,970.99 27.18	2,046.05 28.22
48	1,672.61 23.07	1,735.73 23.94	1,798.85 24.81	1,865.31 25.72	1,937.03 26.71	2,012.59 27.75	2,089.09 28.81
49	1,702.26 23.47	1,767.29 24.37	1,827.06 25.20	1,899.74 26.20	1,970.99 27.18	2,046.05 28.22	2,129.25 29.36
50	1,735.73 23.94	1,798.85 24.81	1,865.31 25.72	1,937.03 26.71	2,012.59 27.75	2,089.09 28.81	2,178.03 30.04
51	1,767.29 24.37	1,827.06 25.20	1,899.74 26.20	1,970.99 27.18	2,046.05 28.22	2,129.25 29.36	2,222.02 30.64
52	1,798.85 24.81	1,865.31 25.72	1,937.03 26.71	2,012.59 27.75	2,089.09 28.81	2,178.03 30.04	2,266.49 31.26
53	1,827.06 25.20	1,899.74 26.20	1,970.99 27.18	2,046.05 28.22	2,129.25 29.36	2,222.02 30.64	2,316.22 31.94
54	1,865.31 25.72	1,937.03 26.71	2,012.59 27.75	2,089.09 28.81	2,178.03 30.04	2,266.49 31.26	2,368.82 32.67
55	1,899.74 26.20	1,970.99 27.18	2,046.05 28.22	2,129.25 29.36	2,222.02 30.64	2,316.22 31.94	2,419.98 33.37
56	1,937.03 26.71	2,012.59 27.75	2,089.09 28.81	2,178.03 30.04	2,266.49 31.26	2,368.82 32.67	2,474.49 34.13
57	1,970.99 27.18	2,046.05 28.22	2,129.25 29.36	2,222.02 30.64	2,316.22 31.94	2,419.98 33.37	2,525.65 34.83
58	2,012.59 27.75	2,089.09 28.81	2,178.03 30.04	2,266.49 31.26	2,368.82 32.67	2,474.49 34.13	2,579.68 35.58
59	2,046.05 28.22	2,129.25 29.36	2,222.02 30.64	2,316.22 31.94	2,419.98 33.37	2,525.65 34.83	2,633.72 36.32
60	2,089.09 28.81	2,178.03 30.04	2,266.49 31.26	2,368.82 32.67	2,474.49 34.13	2,579.68 35.58	2,692.53 37.13
61	2,129.25 29.36	2,222.02 30.64	2,316.22 31.94	2,419.98 33.37	2,525.65 34.83	2,633.72 36.32	2,748.95 37.91
62	2,178.03 30.04	2,266.49 31.26	2,368.82 32.67	2,474.49 34.13	2,579.68 35.58	2,692.53 37.13	2,811.11 38.77
63	2,222.02 30.64	2,316.22 31.94	2,419.98 33.37	2,525.65 34.83	2,633.72 36.32	2,748.95 37.91	2,866.58 39.53
64	2,266.49 31.26	2,368.82 32.67	2,474.49 34.13	2,579.68 35.58	2,692.53 37.13	2,811.11 38.77	2,933.52 40.46
65	2,316.22 31.94	2,419.98 33.37	2,525.65 34.83	2,633.72 36.32	2,748.95 37.91	2,866.58 39.53	2,993.78 41.29
66	2,368.82 32.67	2,474.49 34.13	2,579.68 35.58	2,692.53 37.13	2,811.11 38.77	2,933.52 40.46	3,062.14 42.23
67	2,419.98 33.37	2,525.65 34.83	2,633.72 36.32	2,748.95 37.91	2,866.58 39.53	2,993.78 41.29	3,126.22 43.12
68	2,474.49 34.13	2,579.68 35.58	2,692.53 37.13	2,811.11 38.77	2,933.52 40.46	3,062.14 42.23	3,198.43 44.11

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
69	2,525.65 34.83	2,633.72 36.32	2,748.95 37.91	2,866.58 39.53	2,993.78 41.29	3,126.22 43.12	3,268.71 45.08
70	2,579.68 35.58	2,692.53 37.13	2,811.11 38.77	2,933.52 40.46	3,062.14 42.23	3,198.43 44.11	3,341.87 46.09
71	2,633.72 36.32	2,748.95 37.91	2,866.58 39.53	2,993.78 41.29	3,126.22 43.12	3,268.71 45.08	3,412.64 47.07
72	2,692.53 37.13	2,811.11 38.77	2,933.52 40.46	3,062.14 42.23	3,198.43 44.11	3,341.87 46.09	3,486.76 48.09
73	2,748.95 37.91	2,866.58 39.53	2,993.78 41.29	3,126.22 43.12	3,268.71 45.08	3,412.64 47.07	3,560.39 49.10
74	2,811.11 38.77	2,933.52 40.46	3,062.14 42.23	3,198.43 44.11	3,341.87 46.09	3,486.76 48.09	3,637.86 50.17
75	2,866.58 39.53	2,993.78 41.29	3,126.22 43.12	3,268.71 45.08	3,412.64 47.07	3,560.39 49.10	3,713.40 51.21
76	2,933.52 40.46	3,062.14 42.23	3,198.43 44.11	3,341.87 46.09	3,486.76 48.09	3,637.86 50.17	3,793.73 52.32
77	2,993.78 41.29	3,126.22 43.12	3,268.71 45.08	3,412.64 47.07	3,560.39 49.10	3,713.40 51.21	3,873.58 53.42
78	3,062.14 42.23	3,198.43 44.11	3,341.87 46.09	3,486.76 48.09	3,637.86 50.17	3,793.73 52.32	3,956.31 54.56
79	3,126.22 43.12	3,268.71 45.08	3,412.64 47.07	3,560.39 49.10	3,713.40 51.21	3,873.58 53.42	4,039.51 55.71
80	3,198.43 44.11	3,341.87 46.09	3,486.76 48.09	3,637.86 50.17	3,793.73 52.32	3,956.31 54.56	4,125.85 56.90
81	3,268.71 45.08	3,412.64 47.07	3,560.39 49.10	3,713.40 51.21	3,873.58 53.42	4,039.51 55.71	4,212.53 58.10

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

**SCHEDULE "B"**  
**SOCIAL SERVICES - SALARY GRID (38 ¾ HOUR)\***  
**EFFECTIVE APRIL 1, 2012**

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
47	1,642.49 21.19	1,702.26 21.96	1,767.29 22.80	1,827.06 23.57	1,899.74 24.51	1,970.99 25.43	2,046.05 26.40
48	1,672.61 21.58	1,735.73 22.39	1,798.85 23.21	1,865.31 24.06	1,937.03 24.99	2,012.59 25.96	2,089.09 26.95
49	1,702.26 21.96	1,767.29 22.80	1,827.06 23.57	1,899.74 24.51	1,970.99 25.43	2,046.05 26.40	2,129.25 27.47
50	1,735.73 22.39	1,798.85 23.21	1,865.31 24.06	1,937.03 24.99	2,012.59 25.96	2,089.09 26.95	2,178.03 28.10
51	1,767.29 22.80	1,827.06 23.57	1,899.74 24.51	1,970.99 25.43	2,046.05 26.40	2,129.25 27.47	2,222.02 28.67
52	1,798.85 23.21	1,865.31 24.06	1,937.03 24.99	2,012.59 25.96	2,089.09 26.95	2,178.03 28.10	2,266.49 29.24
53	1,827.06 23.57	1,899.74 24.51	1,970.99 25.43	2,046.05 26.40	2,129.25 27.47	2,222.02 28.67	2,316.22 29.88
54	1,865.31 24.06	1,937.03 24.99	2,012.59 25.96	2,089.09 26.95	2,178.03 28.10	2,266.49 29.24	2,368.82 30.56
55	1,899.74 24.51	1,970.99 25.43	2,046.05 26.40	2,129.25 27.47	2,222.02 28.67	2,316.22 29.88	2,419.98 31.22
56	1,937.03 24.99	2,012.59 25.96	2,089.09 26.95	2,178.03 28.10	2,266.49 29.24	2,368.82 30.56	2,474.49 31.92
57	1,970.99 25.43	2,046.05 26.40	2,129.25 27.47	2,222.02 28.67	2,316.22 29.88	2,419.98 31.22	2,525.65 32.58
58	2,012.59 25.96	2,089.09 26.95	2,178.03 28.10	2,266.49 29.24	2,368.82 30.56	2,474.49 31.92	2,579.68 33.28
59	2,046.05 26.40	2,129.25 27.47	2,222.02 28.67	2,316.22 29.88	2,419.98 31.22	2,525.65 32.58	2,633.72 33.98
60	2,089.09 26.95	2,178.03 28.10	2,266.49 29.24	2,368.82 30.56	2,474.49 31.92	2,579.68 33.28	2,692.53 34.74
61	2,129.25 27.47	2,222.02 28.67	2,316.22 29.88	2,419.98 31.22	2,525.65 32.58	2,633.72 33.98	2,748.95 35.47
62	2,178.03 28.10	2,266.49 29.24	2,368.82 30.56	2,474.49 31.92	2,579.68 33.28	2,692.53 34.74	2,811.11 36.27
63	2,222.02 28.67	2,316.22 29.88	2,419.98 31.22	2,525.65 32.58	2,633.72 33.98	2,748.95 35.47	2,866.58 36.98
64	2,266.49 29.24	2,368.82 30.56	2,474.49 31.92	2,579.68 33.28	2,692.53 34.74	2,811.11 36.27	2,933.52 37.85
65	2,316.22 29.88	2,419.98 31.22	2,525.65 32.58	2,633.72 33.98	2,748.95 35.47	2,866.58 36.98	2,993.78 38.62
66	2,368.82 30.56	2,474.49 31.92	2,579.68 33.28	2,692.53 34.74	2,811.11 36.27	2,933.52 37.85	3,062.14 39.51
67	2,419.98 31.22	2,525.65 32.58	2,633.72 33.98	2,748.95 35.47	2,866.58 36.98	2,993.78 38.62	3,126.22 40.33
68	2,474.49 31.92	2,579.68 33.28	2,692.53 34.74	2,811.11 36.27	2,933.52 37.85	3,062.14 39.51	3,198.43 41.27

**Bi-weekly Salary Periods**

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
69	2,525.65 32.58	2,633.72 33.98	2,748.95 35.47	2,866.58 36.98	2,993.78 38.62	3,126.22 40.33	3,268.71 42.17
70	2,579.68 33.28	2,692.53 34.74	2,811.11 36.27	2,933.52 37.85	3,062.14 39.51	3,198.43 41.27	3,341.87 43.12
71	2,633.72 33.98	2,748.95 35.47	2,866.58 36.98	2,993.78 38.62	3,126.22 40.33	3,268.71 42.17	3,412.64 44.03
72	2,692.53 34.74	2,811.11 36.27	2,933.52 37.85	3,062.14 39.51	3,198.43 41.27	3,341.87 43.12	3,486.76 44.99
73	2,748.95 35.47	2,866.58 36.98	2,993.78 38.62	3,126.22 40.33	3,268.71 42.17	3,412.64 44.03	3,560.39 45.94
74	2,811.11 36.27	2,933.52 37.85	3,062.14 39.51	3,198.43 41.27	3,341.87 43.12	3,486.76 44.99	3,637.86 46.94
75	2,866.58 36.98	2,993.78 38.62	3,126.22 40.33	3,268.71 42.17	3,412.64 44.03	3,560.39 45.94	3,713.40 47.91
76	2,933.52 37.85	3,062.14 39.51	3,198.43 41.27	3,341.87 43.12	3,486.76 44.99	3,637.86 46.94	3,793.73 48.95
77	2,993.78 38.62	3,126.22 40.33	3,268.71 42.17	3,412.64 44.03	3,560.39 45.94	3,713.40 47.91	3,873.58 49.98
78	3,062.14 39.51	3,198.43 41.27	3,341.87 43.12	3,486.76 44.99	3,637.86 46.94	3,793.73 48.95	3,956.31 51.04
79	3,126.22 40.33	3,268.71 42.17	3,412.64 44.03	3,560.39 45.94	3,713.40 47.91	3,873.58 49.98	4,039.51 52.12
80	3,198.43 41.27	3,341.87 43.12	3,486.76 44.99	3,637.86 46.94	3,793.73 48.95	3,956.31 51.04	4,125.85 53.23
81	3,268.71 42.17	3,412.64 44.03	3,560.39 45.94	3,713.40 47.91	3,873.58 49.98	4,039.51 52.12	4,212.53 54.35

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

**LETTER OF UNDERSTANDING  
PROVINCIAL ADVISORY PROGRAM STEERING COMMITTEES**

**SUBSIDIARY #006  
TERMS OF REFERENCE**

**1.0 PREAMBLE**

Whereas the Parties recognize the desirability of jointly addressing workload standards and other program related issues; and

Whereas the Parties are committed to address these issues through a meaningful consultation process; therefore, the Parties agree as follows:

- 1.1 The Parties agree to establish the following separate joint Provincial Program Advisory Steering Committees to discuss and make recommendations to the Deputy Ministers of Children's Services and Seniors and Community Supports and/or designated CEO's of the Child and Family Services Authorities (CFSA) regarding workload standards in all programs:
  - (a) Child and Family Services Advisory Committee;
  - (b) Seniors and Community Supports Joint Management and Local 006 Advisory Committee; and
  - (c) any other committees as deemed necessary by the Parties.
- 1.2 Notwithstanding the right of the Parties to submit proposals during the negotiations process, the Parties agree to also utilize these Committees to discuss and make recommendations to the Deputy Ministers or Chairs or CEO's regarding any program matters, in addition to workload standards issues, which may be of concern and interest to either Parties respecting any Program area.

**2.0 NAME OF COMMITTEES**

- 2.1 The name of each Committee shall be: "Provincial Advisory Steering Committee - (program area)".

**3.0 PURPOSE**

- 3.1 The Parties agree the purpose of each Committee shall be to:
  - 3.1.1 Make recommendations to the appropriate Deputy Minister or the designated CEO of the Child and Family Services Authority regarding the development/revision and implementation of workload standards in each program area;
  - 3.1.2 Make recommendations to the appropriate Deputy Minister or CEO of the Child and Family Services Authority regarding other mutually agreed on program matters of interest to employees or Management;
  - 3.1.3 To establish and maintain improved communication between the Local 6, the employees, Management and the Community as represented by the P.D.D. Community Boards or the Child and Family Services Authorities;

- 3.1.4 To foster and maintain improved working relationships between the Local 6, the employees, Management and the Community as represented by the P.D.D. Community Boards or the Child and Family Services Authorities.

#### **4.0 MEMBERSHIP**

- 4.1 Each program steering committee shall be composed of equal representation from Local 006 of the Alberta Union of Provincial Employees, Management from the Department or the designated representative of P.D.D., or the designated C.E.O. for the Child and Family Services (C.F.S.) Authorities, such representation to not exceed eight persons from each Party, with the exception of the Child and Family Services Advisory Committee which shall be twelve.
- 4.2 Employee representatives and alternates will be members of Local 006 employed by the Department and knowledgeable in the program area.
- 4.3 Employee representatives and alternates will be chosen by Local 006.
- 4.4 Employee representatives on each steering committee shall include one Department employee from each of the six Department regions, and/or the 10 C.F.S. Authorities.
- 4.5 The Chairperson of Local 006 shall be a member of each Committee.
- 4.6 Department Management representatives, and C.F.S. Authority and alternates will be chosen by the Departments, and the C.F.S. Authorities.
- 4.7 The Assistant Deputy Minister with relevant program responsibility, the C.E.O.'s of the Child and Family Services Authorities or designates, the relevant Assistant Deputy Minister, or designate, the Senior Director with relevant program responsibility, or designate, shall be members of the Committees.

#### **5.0 SCOPE OF ACTIVITY**

To achieve their purpose, the Committees may:

- 5.1 Review working conditions, terms of employment and their impact upon workload standards;
- 5.2 Review procedures to develop/revise workload standards;
- 5.3 Review workload standards criteria;
- 5.4 Assess and provide response to the workload standards;
- 5.5 Review workload standards implementation;
- 5.6 Recommend workload standards implementation schedules;
- 5.7 Review staff development needs in support of workload standards;
- 5.8 Exchange information relative to operational changes and educational hiring standards;

- 5.9 Discuss and review any other items of mutual agreement between the Parties pertaining to the program area in question;
- 5.10 It is agreed that any workload standards will not be implemented until the workload standards and the proposed implementation process for the model have been reviewed by the Committee;
- 5.11 It is agreed that to the extent that the Departments, the Board and the Child and Family Services Authorities are able, they will make every reasonable effort to implement the recommendations of the Committees.

## **6.0 CHAIRPERSON**

- 6.1 The Committee shall be chaired by co-chairpersons on an alternating basis, from one session to the next, by a Management representative and a Local 006 representative.

## **7.0 GENERAL**

- 7.1 The Committees will not vote on any of their recommendations, but rather will strive to reach consensus where possible.
- 7.2 A recording secretary will be provided by the Department/Board. The Chairpersons will attempt to approve, sign and distribute Committee meeting minutes within one week of Committee meetings. Minutes will be distributed to all Committee members, to the Deputy Ministers, the designated representative of P.D.D. and the designated representative of the C.F.S. Authorities and to all worksites.
- 7.3 All Committee meetings will be held in Edmonton. The frequency and duration of meetings will be determined by the Committee. It is understood that Committee members of Local 006 may meet immediately prior to and/or after scheduled Committee meetings.
- 7.4 Employees sitting on the Committee will receive regular pay (no premium payments, including overtime). Travel time will be compensated at straight time rates. Travel and subsistence costs will be paid by the Employer.
- 7.5 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.
- 7.6 Upon approval by the co-chairpersons, the Committee shall be entitled to have resource persons in attendance at meetings who may attend on behalf of Management or employees, but in either case they will have no status except that of providing information. Observers may attend upon approval of both co-chairpersons.
- 7.7 To assist the Committee to effectively conduct its affairs the Department, C.F.S. Authorities agree to where reasonable make Authority and/or the Department officials available to the Committee to answer questions and provide information providing that both Parties agree in advance concerning the nature of questions to be asked, and information sought, and that officials be given proper notice.

- 7.8 An external facilitator, to be agreed upon by the Deputy Minister, and/or the designated representative of C.F.S. Authorities and the Local 006 Chairperson, will be available, as required, to the Committees as a resource to facilitate the Committees working towards the fulfilment of their purposes.
- 7.9 Costs incurred as a result of the use of facilitators or resource people will be borne by the Employer.
- 7.10 These Committees shall be established within thirty (30) days of the signing of this Letter of Understanding.
- 7.11 The first meeting of each Committee shall be called within thirty (30) days of the establishment of the Committee by the Local 006 representative Chairperson.
- 7.12 Department and/or C.F.S. Regional Authorities agrees to make every reasonable effort to ensure adequate cover-off where practical for Local 006 representatives during the time they are engaged in Committee business.

Dated this 17th day of May, 2011

**ORIGINAL SIGNED BY**

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DALE SILVER  
Public Service Commissioner

**ORIGINAL SIGNED BY**

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GUY SMITH  
President, Alberta Union of  
Provincial Employees

## **LETTER OF INTENT – PROFESSIONAL FEES**

### **SUBSIDIARY #006 AGREEMENT**

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

The Ministry of Children's Services undertakes that professional fees will be paid for Child and Youth Care Workers who are actively pursuing certification or who, being already certified, are sustaining their certification by the Child and Youth Care Association of Alberta.

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**

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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**

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DALE SILVER  
Public Service Commissioner

**ORIGINAL SIGNED BY**

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Witness

**ORIGINAL SIGNED BY**

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GUY SMITH  
President, Alberta Union of  
Provincial Employees

## LETTER OF INTENT\* - WORKLOAD APPEAL PROCESS

\* This Letter of Intent shall not form part of the Collective Agreement, and therefore is not subject to the grievance or adjudication process set out in Article 29 of the Master Agreement.

There shall be a workload appeal process, as set out below, for Subsidiary #006 Employees working in the following programs effective the day following the implementation of the workload standards in each respective program.

### PROGRAMS

- Child Welfare
- Services to Persons with Disabilities

### WORKLOAD APPEAL PROCESS

The Workload Appeal Process shall be available to those Employees whose assigned workload exceeds, for a period of sixty (60) calendar days, the workload standard implemented and approved in the particular program in which they work. The workload appeal process shall be made up of three (3) levels, and an Employee initiating a workload appeal shall begin at Level 1 and may further the appeal through to the next successive level if dissatisfied with a decision at a particular level. The workload appeal process is as follows:

(a) Level 1

An Employee wishing to pursue a workload appeal shall submit it in writing to the District Office Manager if the Employee's workload exceeds, for a period of sixty (60) calendar days, the workload standards for the program in which the Employee is working.

The District Office Manager shall reply in writing within fourteen (14) calendar days of receipt of the workload appeal.

(b) Level 2

An Employee not satisfied with the reply at Level 1 shall, within seven (7) calendar days of receipt of the reply, submit his workload appeal in writing to the Regional Director. The Regional Director shall seek the advice of the Regional Workload Committee in this matter.

The Regional Director shall reply in writing to the Employee within fourteen (14) calendar days of receipt of the workload appeal at Level 2.

(c) Level 3

An Employee not satisfied with the reply at Level 2 shall, within seven (7) calendar days of receipt of the reply at Level 2, submit his workload appeal in writing to the Office of the Deputy Minister, or CEO of the relevant Child and Family Services Authority which shall undertake to convene a Workload Appeal Committee. This Workload Appeal Committee shall be made up of three members, one member appointed by the Local 6 Council of A.U.P.E., and one member appointed by the Department, or CEO of the relevant Child and Family Services Authority. The third member, who shall act as Chairman, is to be mutually agreed upon by the other two members appointed, and shall be chosen from the list of potential Chairmen mutually agreed upon by the Local 6 Council and the Department. All appointments of members to the Workload Appeal Committee shall be made within fourteen (14) calendar days of receipt of the workload appeal by the Office of the Deputy Minister.

The Workload Appeal Committee shall meet and make a recommendation within thirty (30) calendar days to the Deputy Minister regarding the workload appeal.

The Deputy Minister, or CEO of the relevant Child and Family Services Authority shall make a final decision regarding the workload appeal, and convey the decision, in writing, to the Employee within fourteen (14) calendar days of receipt of the recommendation of the Workload Appeal Committee.

The time limits in the Workload Appeal Process may be extended by the mutual agreement of the Parties.