

**SUBSIDIARY AGREEMENT #006**

**BETWEEN**

**THE GOVERNMENT OF  
THE PROVINCE OF ALBERTA**

**AND**

**THE ALBERTA UNION  
OF PROVINCIAL EMPLOYEES**

**REPRESENTING  
SOCIAL SERVICES**

**November 4, 2018**

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## **ARTICLE 1 - PROBATIONARY PERIOD**

- 1.01 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
06XGN	Graduate Nurse
063MH	Medical and Health 1
064MH	Medical and Health 2
065MH	Medical and Health 3
061MS	Medical Support 1
061LP	Licensed Practical Nurse
062RB	Rehabilitation 1
063RB	Rehabilitation 2
064RB	Rehabilitation 3
065RB	Rehabilitation 4
066RB	Rehabilitation 5

- 1.02 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 2 - HOURS OF WORK**

- 2.01 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, and Employees in classes contained in Schedule "B" with the exception of the:

- Medical and Health 4 class,
- Pharmacists allocated to Medical and Health 3 class, and
- All Medical and Health classes employed in the department of Health

whose hours of work are provided in 2.01 (b);

- (b) thirty-six and one-quarter (36 1/4) hours per week for all other Employees.

## **ARTICLE 3 - OVERTIME**

- 3.01 Employees covered by this Agreement will be compensated for authorized overtime hours worked pursuant to Article 17 of the Master Agreement.
- 3.02 Employees assigned to a Child and Youth Care Worker class or assigned to classifications in Schedule B shall be eligible to allocate overtime compensation pursuant to Clause 17.04 of the Master Agreement.

- 3.03 At the beginning of each month an Employee not included in Clause 3.02 shall indicate in writing a preference between compensatory time off or monetary compensation for overtime worked. Such preference shall be subject to approval by the Employer and where an Employee does not indicate a preference, the Employer shall determine the method of compensation. Where compensatory time off is approved and where it cannot be scheduled within the 6 month period following the month in which the overtime was worked, it shall be paid out in accordance with Clause 3.04.
- 3.04 In the absence of mutual agreement to schedule compensatory time off, payment for overtime will be made by the end of the month following the 6 month period in Clause 3.03.

#### **ARTICLE 4 - PROTECTIVE CLOTHING**

- 4.01 The Employer 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.
- 4.02 Uniforms so provided shall remain the property of the Employer.
- 4.03 Safety Clothing shall be provided in accordance with the *Occupational Health and Safety Act, the Radiation Protection Act* and any regulations thereto.

#### **ARTICLE 5 - SHIFT SCHEDULE FOR CONTINUOUS OPERATIONS FOR EMPLOYEES IN SCHEDULE "A-1"**

- 5.01 The first shift of the day shall be the shift wherein the majority of hours fall between 00:00 hours and 08:00.
- 5.02 The work week shall commence at 00:00 hours on Sunday.
- 5.03 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.
- 5.04 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.
- 5.05 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.
- 5.06 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.
- 5.07 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.
- 5.08 Subject to approval of the Employer, Employees may exchange shifts.

### **SALARY TREATMENT INFORMATION**

The wage rates contained in the April 1, 2016 Salary Grids in all of the Subsidiary Agreements shall be maintained in accordance with the following:

- Year 1** (April 1, 2017 to March 31, 2018) – No increase
- Year 2** (April 1, 2018 to March 31, 2019) – No increase
- Year 3** (April 1, 2019 to March 31, 2020) – Wage Re-opener

The Parties shall commence negotiations to reach agreement on the Wage Re-Opener on January 15, 2019.

The Parties agree that the only items open for negotiations shall be:

- (a) the general wage increase payable in Year 3 (April 1, 2019 to March 31, 2020) of the Collective Agreement, detailed in the Salary Grids in each Subsidiary Agreement; and
- (b) the Pay Grade adjustment for the Correctional Peace Officer III classification from grade 63 to 67.

This Wage Re-opener shall not be construed in any way as "opening the agreement" for negotiation on any other issues by either Party.

If the Parties have not been able to agree upon the items above, at any time after March 31, 2019, either Party may give written notice to the other Party of its desire to submit resolution of the item(s) to interest arbitration before a three-member panel comprised of a nominee of both parties and a chair chosen by the Parties from among the following arbitrators: David Philip Jones, Andrew C. L. Sims, Phyllis A. Smith or Lyle Kanee.

If the Parties are unable to agree upon the chair, the Director of Mediation Services shall choose the chair from among the arbitrators named above.

The arbitration hearing shall be held by no later than June 30, 2019. In reaching its decision, the arbitration panel shall consider the matters identified in section 38 of the *Public Service Employee Relations Act*.

### **SCHEDULE "A"** **ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"** **EFFECTIVE APRIL 1, 2017**

<b>Class No.</b>	<b>Class Title</b>	<b>Pay Grade</b>
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 "A-1"**  
**ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B-1"**  
**EFFECTIVE APRIL 1, 2017**

<b>Class No.</b>	<b>Class Title</b>	<b>Pay Grade</b>
06XGN	Graduate Nurse	52*1 – 52*3
063MH	Medical and Health 1	59*2
064MH	Medical and Health 2	62
065MH	Medical and Health 3	65**
066MH	Medical and Health 4	67
061MS	Medical Support 1	40
061LP	Licensed Practical Nurse	39
062RB	Rehabilitation 1	46
063RB	Rehabilitation 2	51*2
064RB	Rehabilitation 3	54
065RB	Rehabilitation 4	61
066RB	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**  
**SOCIAL SERVICES – SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
47	\$1,755.87	\$24.21	\$1,819.76	\$25.10	\$1,889.28	\$26.05	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16
48	\$1,788.06	\$24.66	\$1,855.53	\$25.59	\$1,923.01	\$26.52	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80
49	\$1,819.76	\$25.10	\$1,889.28	\$26.05	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39
50	\$1,855.53	\$25.59	\$1,923.01	\$26.52	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11
51	\$1,889.28	\$26.05	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76
52	\$1,923.01	\$26.52	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41
53	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15
54	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92
55	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68
56	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48
57	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24
58	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03
59	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83
60	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70
61	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53
62	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45
63	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26
64	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25
65	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14
66	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15
67	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09
68	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16
69	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19
70	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27
71	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31
72	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41
73	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49
74	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64
75	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75
76	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64	\$4,055.59	\$55.93
77	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75	\$4,140.95	\$57.11
78	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64	\$4,055.59	\$55.93	\$4,229.40	\$58.33
79	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75	\$4,140.95	\$57.11	\$4,318.34	\$59.56
80	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64	\$4,055.59	\$55.93	\$4,229.40	\$58.33	\$4,410.64	\$60.83
81	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75	\$4,140.95	\$57.11	\$4,318.34	\$59.56	\$4,503.30	\$62.11

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



**SCHEDULE "B-1"**  
**MEDICAL AND REHABILITATIVE SERVICES – SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
34	\$1,835.09	\$25.31	\$1,897.97	\$26.17	\$1,963.39	\$27.08	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00
35	\$1,866.29	\$25.74	\$1,930.17	\$26.62	\$1,995.60	\$27.52	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50
36	\$1,897.97	\$26.17	\$1,963.39	\$27.08	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01
37	\$1,930.17	\$26.62	\$1,995.60	\$27.52	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55
38	\$1,963.39	\$27.08	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11
39	\$1,995.60	\$27.52	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68
40	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24
41	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78
42	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42
43	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99
44	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66
45	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31
46	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96
47	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58
48	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30
49	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08
50	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87
51	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69
52	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47
53	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36
54	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22
55	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13
56	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11
57	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04
58	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96
59	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93
60	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91
61	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96
62	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00
63	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07
64	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00	\$3,927.80	\$54.17
65	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07	\$4,005.50	\$55.24
66	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00	\$3,927.80	\$54.17	\$4,086.78	\$56.36
67	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07	\$4,005.50	\$55.24	\$4,167.54	\$57.48
68	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00	\$3,927.80	\$54.17	\$4,086.78	\$56.36	\$4,250.86	\$58.63
69	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07	\$4,005.50	\$55.24	\$4,167.54	\$57.48	\$4,337.24	\$59.82

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

**SCHEDULE "B"**  
**SOCIAL SERVICES – SALARY GRID (38 ¾ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
47	\$1,755.87	\$22.65	\$1,819.76	\$23.48	\$1,889.28	\$24.37	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22
48	\$1,788.06	\$23.07	\$1,855.53	\$23.94	\$1,923.01	\$24.81	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81
49	\$1,819.76	\$23.48	\$1,889.28	\$24.37	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37
50	\$1,855.53	\$23.94	\$1,923.01	\$24.81	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04
51	\$1,889.28	\$24.37	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65
52	\$1,923.01	\$24.81	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26
53	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94
54	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67
55	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38
56	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13
57	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83
58	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58
59	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32
60	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14
61	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91
62	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77
63	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54
64	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46
65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29
66	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23
67	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12
68	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11
69	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08
70	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09
71	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07
72	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09
73	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11
74	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18
75	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22
76	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18	\$4,055.59	\$52.33
77	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22	\$4,140.95	\$53.43
78	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18	\$4,055.59	\$52.33	\$4,229.40	\$54.57
79	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22	\$4,140.95	\$53.43	\$4,318.34	\$55.72
80	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18	\$4,055.59	\$52.33	\$4,229.40	\$54.57	\$4,410.64	\$56.91
81	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22	\$4,140.95	\$53.43	\$4,318.34	\$55.72	\$4,503.30	\$58.10

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

**SCHEDULE "B-1"**  
**MEDICAL AND REHABILITATIVE SERVICES – SALARY GRID (38 ¾ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
34	\$1,835.09	\$23.67	\$1,897.97	\$24.48	\$1,963.39	\$25.33	\$2,030.86	\$26.20	\$2,100.39	\$27.10	\$2,172.46	\$28.03	\$2,248.10	\$29.00
35	\$1,866.29	\$24.08	\$1,930.17	\$24.90	\$1,995.60	\$25.74	\$2,063.58	\$26.62	\$2,134.13	\$27.53	\$2,210.28	\$28.51	\$2,284.41	\$29.47
36	\$1,897.97	\$24.48	\$1,963.39	\$25.33	\$2,030.86	\$26.20	\$2,100.39	\$27.10	\$2,172.46	\$28.03	\$2,248.10	\$29.00	\$2,321.20	\$29.95
37	\$1,930.17	\$24.90	\$1,995.60	\$25.74	\$2,063.58	\$26.62	\$2,134.13	\$27.53	\$2,210.28	\$28.51	\$2,284.41	\$29.47	\$2,360.56	\$30.45
38	\$1,963.39	\$25.33	\$2,030.86	\$26.20	\$2,100.39	\$27.10	\$2,172.46	\$28.03	\$2,248.10	\$29.00	\$2,321.20	\$29.95	\$2,400.95	\$30.98
39	\$1,995.60	\$25.74	\$2,063.58	\$26.62	\$2,134.13	\$27.53	\$2,210.28	\$28.51	\$2,284.41	\$29.47	\$2,360.56	\$30.45	\$2,441.84	\$31.50
40	\$2,030.86	\$26.20	\$2,100.39	\$27.10	\$2,172.46	\$28.03	\$2,248.10	\$29.00	\$2,321.20	\$29.95	\$2,400.95	\$30.98	\$2,482.73	\$32.03
41	\$2,063.58	\$26.62	\$2,134.13	\$27.53	\$2,210.28	\$28.51	\$2,284.41	\$29.47	\$2,360.56	\$30.45	\$2,441.84	\$31.50	\$2,521.58	\$32.53
42	\$2,100.39	\$27.10	\$2,172.46	\$28.03	\$2,248.10	\$29.00	\$2,321.20	\$29.95	\$2,400.95	\$30.98	\$2,482.73	\$32.03	\$2,568.11	\$33.13
43	\$2,134.13	\$27.53	\$2,210.28	\$28.51	\$2,284.41	\$29.47	\$2,360.56	\$30.45	\$2,441.84	\$31.50	\$2,521.58	\$32.53	\$2,609.51	\$33.67
44	\$2,172.46	\$28.03	\$2,248.10	\$29.00	\$2,321.20	\$29.95	\$2,400.95	\$30.98	\$2,482.73	\$32.03	\$2,568.11	\$33.13	\$2,658.57	\$34.30
45	\$2,210.28	\$28.51	\$2,284.41	\$29.47	\$2,360.56	\$30.45	\$2,441.84	\$31.50	\$2,521.58	\$32.53	\$2,609.51	\$33.67	\$2,705.60	\$34.91
46	\$2,248.10	\$29.00	\$2,321.20	\$29.95	\$2,400.95	\$30.98	\$2,482.73	\$32.03	\$2,568.11	\$33.13	\$2,658.57	\$34.30	\$2,752.63	\$35.51
47	\$2,284.41	\$29.47	\$2,360.56	\$30.45	\$2,441.84	\$31.50	\$2,521.58	\$32.53	\$2,609.51	\$33.67	\$2,705.60	\$34.91	\$2,797.10	\$36.09
48	\$2,321.20	\$29.95	\$2,400.95	\$30.98	\$2,482.73	\$32.03	\$2,568.11	\$33.13	\$2,658.57	\$34.30	\$2,752.63	\$35.51	\$2,849.76	\$36.77
49	\$2,360.56	\$30.45	\$2,441.84	\$31.50	\$2,521.58	\$32.53	\$2,609.51	\$33.67	\$2,705.60	\$34.91	\$2,797.10	\$36.09	\$2,905.99	\$37.49
50	\$2,400.95	\$30.98	\$2,482.73	\$32.03	\$2,568.11	\$33.13	\$2,658.57	\$34.30	\$2,752.63	\$35.51	\$2,849.76	\$36.77	\$2,963.75	\$38.24
51	\$2,441.84	\$31.50	\$2,521.58	\$32.53	\$2,609.51	\$33.67	\$2,705.60	\$34.91	\$2,797.10	\$36.09	\$2,905.99	\$37.49	\$3,022.54	\$39.00
52	\$2,482.73	\$32.03	\$2,568.11	\$33.13	\$2,658.57	\$34.30	\$2,752.63	\$35.51	\$2,849.76	\$36.77	\$2,963.75	\$38.24	\$3,079.27	\$39.73
53	\$2,521.58	\$32.53	\$2,609.51	\$33.67	\$2,705.60	\$34.91	\$2,797.10	\$36.09	\$2,905.99	\$37.49	\$3,022.54	\$39.00	\$3,143.66	\$40.56
54	\$2,568.11	\$33.13	\$2,658.57	\$34.30	\$2,752.63	\$35.51	\$2,849.76	\$36.77	\$2,963.75	\$38.24	\$3,079.27	\$39.73	\$3,206.55	\$41.37
55	\$2,609.51	\$33.67	\$2,705.60	\$34.91	\$2,797.10	\$36.09	\$2,905.99	\$37.49	\$3,022.54	\$39.00	\$3,143.66	\$40.56	\$3,271.96	\$42.21
56	\$2,658.57	\$34.30	\$2,752.63	\$35.51	\$2,849.76	\$36.77	\$2,963.75	\$38.24	\$3,079.27	\$39.73	\$3,206.55	\$41.37	\$3,343.03	\$43.13
57	\$2,705.60	\$34.91	\$2,797.10	\$36.09	\$2,905.99	\$37.49	\$3,022.54	\$39.00	\$3,143.66	\$40.56	\$3,271.96	\$42.21	\$3,411.02	\$44.01
58	\$2,752.63	\$35.51	\$2,849.76	\$36.77	\$2,963.75	\$38.24	\$3,079.27	\$39.73	\$3,206.55	\$41.37	\$3,343.03	\$43.13	\$3,477.46	\$44.87
59	\$2,797.10	\$36.09	\$2,905.99	\$37.49	\$3,022.54	\$39.00	\$3,143.66	\$40.56	\$3,271.96	\$42.21	\$3,411.02	\$44.01	\$3,547.49	\$45.77
60	\$2,849.76	\$36.77	\$2,963.75	\$38.24	\$3,079.27	\$39.73	\$3,206.55	\$41.37	\$3,343.03	\$43.13	\$3,477.46	\$44.87	\$3,619.06	\$46.69
61	\$2,905.99	\$37.49	\$3,022.54	\$39.00	\$3,143.66	\$40.56	\$3,271.96	\$42.21	\$3,411.02	\$44.01	\$3,547.49	\$45.77	\$3,694.70	\$47.67
62	\$2,963.75	\$38.24	\$3,079.27	\$39.73	\$3,206.55	\$41.37	\$3,343.03	\$43.13	\$3,477.46	\$44.87	\$3,619.06	\$46.69	\$3,770.36	\$48.64
63	\$3,022.54	\$39.00	\$3,143.66	\$40.56	\$3,271.96	\$42.21	\$3,411.02	\$44.01	\$3,547.49	\$45.77	\$3,694.70	\$47.67	\$3,848.06	\$49.65
64	\$3,079.27	\$39.73	\$3,206.55	\$41.37	\$3,343.03	\$43.13	\$3,477.46	\$44.87	\$3,619.06	\$46.69	\$3,770.36	\$48.64	\$3,927.80	\$50.68
65	\$3,143.66	\$40.56	\$3,271.96	\$42.21	\$3,411.02	\$44.01	\$3,547.49	\$45.77	\$3,694.70	\$47.67	\$3,848.06	\$49.65	\$4,005.50	\$51.68
66	\$3,206.55	\$41.37	\$3,343.03	\$43.13	\$3,477.46	\$44.87	\$3,619.06	\$46.69	\$3,770.36	\$48.64	\$3,927.80	\$50.68	\$4,086.78	\$52.73
67	\$3,271.96	\$42.21	\$3,411.02	\$44.01	\$3,547.49	\$45.77	\$3,694.70	\$47.67	\$3,848.06	\$49.65	\$4,005.50	\$51.68	\$4,167.54	\$53.77
68	\$3,343.03	\$43.13	\$3,477.46	\$44.87	\$3,619.06	\$46.69	\$3,770.36	\$48.64	\$3,927.80	\$50.68	\$4,086.78	\$52.73	\$4,250.86	\$54.84
69	\$3,411.02	\$44.01	\$3,547.49	\$45.77	\$3,694.70	\$47.67	\$3,848.06	\$49.65	\$4,005.50	\$51.68	\$4,167.54	\$53.77	\$4,337.24	\$55.96

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

**EMPLOYEE RELATIONS COMMITTEE  
MEDICAL AND REHABILITATIVE SERVICES  
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 #006.
- 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 006 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Local 006 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Local 006.

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.

**LETTER OF UNDERSTANDING #1 – Provincial Advisory Program Committees  
Terms of Reference**

**1.0 PREAMBLE**

Whereas the Parties recognize the desirability of jointly addressing workload management strategies and other program related issues, as are currently addressed through the Workload Assessment Model (WAM); and

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

- 1.1 The Parties agree to continue the following separate joint Provincial Program Advisory Committees to discuss and make recommendations to the appropriate Deputy Ministers, Assistant Deputy Ministers (ADMs) and/or Executive Directors regarding workload management strategies in regional delivery programs:
  - (a) Provincial Advisory Committee - Child and Youth Programs;
  - (b) Provincial Advisory Committee - Disability and Financial Programs, including Persons with Developmental Disabilities (PDD), Family Supports for Children with Disabilities (FSCD), Office of the Public Guardian and Trustee (OPGT), and Assured Income for the Severely Handicapped (AISH);
  - (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 appropriate Deputy Ministers, ADMs and/or Executive Directors regarding any program matters, in addition to workload management strategy issues, or the current assessment model being used to address issues, which may be of concern and interest to either Parties respecting any program area.

**2.0 PURPOSE**

- 2.1 The Parties agree the purpose of each Committee shall be to:
  - 2.1.1 Make recommendations to the appropriate Deputy Minister(s), ADMs and/or Executive Directors regarding the development/revision and implementation of workload management strategies in each program area;
  - 2.1.2 Make recommendations to the appropriate Deputy Minister(s), ADMs and/or Executive Directors regarding other mutually agreed on program matters of interest to employees or Management;
  - 2.1.3 Establish and maintain improved communication between Local 006, the employees, and Management;
  - 2.1.4 Foster and maintain improved working relationships between Local 006, the employees and Management.

**3.0 MEMBERSHIP**

- 3.1 Each Committee shall be composed of representation from Local 006 of the Alberta Union of Provincial Employees and Management for the specific program areas, such representation to not exceed ten (10) persons from either Party, with the exception of the Child and Youth Programs Advisory Committee, which shall not exceed twelve (12) persons from either Party.

- 3.2 Employee representatives and alternates will be members of Local 006 employed by the appropriate Department and knowledgeable in the program area.
- 3.3 Employee representatives and alternates will be chosen by Local 006.
- 3.4 Where a Department's program delivery is regionalized, Employee representatives on each committee shall include one Department Employee from each of the regions.
- 3.5 The Chairperson of Local 006 shall be a member of each Committee.
- 3.6 Management representatives will be chosen by the appropriate Department(s) and will include an ADM, Executive Director and/ or designate of the relevant program area.

#### 4.0 SCOPE OF ACTIVITY

To achieve their purpose, the Committees may:

- 4.1 Review working conditions, terms of employment and their impact upon workload management strategies;
- 4.2 Review procedures to develop/ revise workload management strategies;
- 4.3 Assess and provide response to the workload management strategies;
- 4.4 Review workload management strategies implementation, specifically:

- (a) For the Department of Children's Services, the timelines set out below apply with respect to the development of WAM.

- (i) Intake, caseworker, assessor, generalist and permanency role benchmark range pilots will end on March 31, 2017 with analysis and recommendation to be completed and communicated to frontline staff in June 2017;
- (ii) Adoptions, fostercare/ kinship and child care licensing benchmark ranges will be completed by June 2017 with communication to frontline staff in June 2017;
- (iii) Full provincial implementation of the benchmark ranges for Children's Services roles identified above will occur July 1, 2017.

However, it is understood by the Parties that circumstances may arise where these timelines may require adjustment.

- (b) Pending the program being reviewed, the WAM projects referred to above will result in the creation of either pilot or finalized workload benchmark ranges by:

- (i) February 2018 for the OPGT;
- (ii) August 2017 for Disability Services in Community and Social Services;
- (iii) April 2017 for AISH in Community and Social Services; and
- (iv) July 2017 for Child Intervention in Children's Services.

However, it is understood by the Parties that circumstances may arise where these timelines may require adjustment.

- 4.5 Review workload management strategies criteria; within two years of the completion of the WAM referred to in Clauses 4.4(a) and (b), a similar review process will be carried out and the workplace benchmark ranges will be revised and updated if necessary. Thereafter, a similar review process will be carried out every five years in order to review, update and revise the workload benchmark ranges;
- 4.6 Recommend workload management strategies implementation schedules;
- 4.7 Review staff development needs in support of workload management strategies;
- 4.8 Exchange information relative to operational changes and minimum recruitment standards;
- 4.9 Discuss and review any other items of mutual agreement between the Parties pertaining to the program area in question;
- 4.10 It is agreed that any WAM, workload management strategy or associated implementation process will be reviewed by the Committee;
- 4.11 It is agreed that to the extent that the appropriate Department is able, will make every reasonable effort to implement the recommendations of the Committees.

## 5.0 CHAIRPERSON

- 5.1 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.

## 6.0 GENERAL

- 6.1 The Committees will not vote on any of their recommendations, but rather will strive to reach consensus where possible.
- 6.2 A recording secretary will be provided by the Employer. The Chairpersons will attempt to approve, sign and distribute Committee meeting minutes within one (1) week of Committee meetings. Minutes will be distributed to all Committee members, to the appropriate Deputy Minister(s) and Management representatives and will be posted on the Employer's intranet.
- 6.3 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.
- 6.4 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.
- 6.5 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.
- 6.6 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.



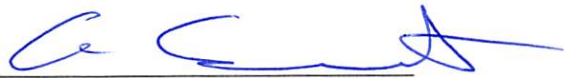
- 6.7 To assist the Committee to effectively conduct its affairs the appropriate Department agrees to, where reasonable, make Department program representatives available to the Committee to answer questions and provide information providing that both Parties agree in advance concerning the nature of questions to be asked, and information sought, and that representatives be given proper notice.
- 6.8 An external facilitator, to be agreed upon by the appropriate Deputy Minister, and/or designate 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.
- 6.9 Costs incurred as a result of the use of facilitators or resource people will be borne by the Employer.
- 6.10 The appropriate Department 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 27<sup>th</sup> day of November, 2018.

**ORIGINAL SIGNED BY**

  
\_\_\_\_\_  
LANA LOUGHEED

Public Service Commissioner

  
\_\_\_\_\_

GUY SMITH

President, Alberta Union of Provincial  
Employees

**LETTER OF UNDERSTANDING #2 – 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 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 27<sup>th</sup> day of November, 2018.

### ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial  
Employees

### Letter of Understanding #3 - Shift Schedules at Michener Services

WHEREAS the parties are desirous of administering Article 2, Hours of Work, of the Subsidiary #006 Agreement so as to allow the implementation of a proposed shift work schedule for specified local 006 Employees working at the Michener Centre. Therefore, pursuant Clause 2.01(b) of the Master Agreement, the parties agree as follows:

**1. Hours of Work and Compensation**

Clause 4.01 of Subsidiary Agreements #010 dated September 18, 2000 shall be administered so as to provide the equivalent number of hours/pay over a three year period as would be provided to an employee who works a normal 38.75 hour work week. (261 days/year)

Standard daily hours will be 7 hrs, 55 minutes consecutive except for lunch periods. Daily overtime compensation will commence only after 7 hrs, 55 minutes.

The schedule rotation will include 2 work shifts of 6 days,

1 shift of 7 days;

2 sets of 3 consecutive days off and

1 set of 2 consecutive days off per 27 day rotation.

For purposes of this agreement, the hours worked per year as identified on the attached Roster -Appendix A are considered to meet the normal requirements for an employee covered in Subsidiary #006. Days per year worked will vary over a three year period as identified in Appendix B. Benefit allocations and salaries as determined in the Master/Subsidiary Agreements for Local #006 will not be adjusted either up or down based upon the 7 hr 55 minute day.

These benefit allocations would include an Employee absent on casual illness, general illness, LTD, WCB supplement, WCB, special leave, paid vacation, paid stat holiday or time off with pay for Union business.

**2. Shift Exchanges**

Shift exchanges between individual employees shall require prior approval from the Home Coordinator or Area Supervisor. Such arrangements will require completion of the appropriate Staffing form (MC 1055 )

**3. Rotation Changes:**

Where an employee's rotation is changed (Move, Operational Requests). the yearly number of hours worked must equate to the hours contemplated by the original rotation, within that roster year.

**4. Shift Differential and Weekend Premium**

These will continue to be paid as per the Collective Agreement.

**5. Days of Rest**

The Parties agree that the requirement of clauses 9.05 and 9.06 of Subsidiary 10 are waived during the period this agreement is in place and that days of rest shall be administered per the roster.

**6. Paid Holidays (Statutory Holidays) (Article 36.06 a)**

(a) Employees scheduled to work on a paid holiday will be paid one and a half times their regular salary and a day off in lieu will be banked to use at a mutually agreeable later date.

(b) Employees not scheduled to work on a paid holiday (R.D.O.), will be granted holiday leave on the day deemed as the holiday and the scheduled day of rest will be banked to use at a mutually agreeable later date.

## 7. Application

- (a) This agreement applies only to employees in positions covered by Subsidiary Agreements #006. Excluded groups include:
- All Home Support Supervisors
  - Staff assigned to "Specialty Services" division
  - Staff assigned to "Program Support" division
  - Wage employees (except 2850 hrs. employees)
  - Nursing Staff effective January 15, 2010.
- (b) This agreement will be reviewed by the parties on a yearly basis or as required.
- (c) Should either party wish to withdraw from this agreement, notice must be served on the other party not less than 90 calendar days prior to the requested change.
- (d) Any items not specifically covered in this agreement are covered by the provisions of the Collective Agreement where applicable.
- (e) The roster year will commence, April 01, 2001 and will continue unless either party serves notice in accordance with 7 (c) above.

Dated this 27<sup>th</sup> day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial  
Employees

### LETTER OF INTENT #1 – 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.

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 27<sup>th</sup> day of November, 2018.

**ORIGINAL SIGNED BY**



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial  
Employees

**LETTER OF INTENT #2 \* - Workload Appeal Process**

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 Assessment Model (WAM) in each respective program.

**PROGRAMS**

- Child and Youth Programs
- Disability and Financial Services, including Persons with Developmental Disabilities (PDD), Family Supports for Children with Disabilities (FSCD), Office of the Public Guardian and Trustee (OPGT), and Assured Income for the Severely Handicapped (AISH)

**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 benchmark ranges 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 appropriate Program Manager if the Employee's workload exceeds, for a period of sixty (60) calendar days, the workload benchmark range for the program in which the Employee is working.

The appropriate Program 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 a workload appeal in writing to the Executive / Regional Director. The Executive / Regional Director shall seek the advice of the Regional Workload Committee in this matter.

The Executive / 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 a workload appeal in writing to the Office of the appropriate Deputy Minister, 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 Program. The third member, who shall act as Chairperson, is to be mutually agreed upon by the other two members appointed, and shall be chosen from the list of potential Chairpersons mutually agreed upon by the Local 6 Council and the Employer. 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, 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.

- \* This Letter of Intent is not subject to the grievance or adjudication process set out in Article 29 of the Master Agreement.

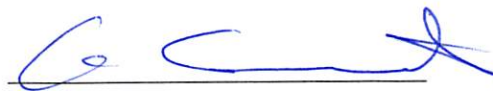
Dated this 27<sup>th</sup> day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial Employees

Dated this 27<sup>th</sup> day of November, 2018.



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Witness  
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LANA LOUGHEED  
Public Service Commissioner

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GUY SMITH  
President, Alberta Union of Provincial  
Employees