

SUBSIDIARY AGREEMENT #012

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

**REPRESENTING
TECHNICAL, GENERAL AND FIELD 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 in this Agreement shall be twelve (12) months except as provided in Clause 1.02 of this Subsidiary Agreement.

1.02 The probationary period for the following classifications shall be six (6) months:

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

ARTICLE 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 in classes listed in Schedule "A" shall be:

- (a) thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day; or
- (b) forty (40) hours per week, eight (8) hours per day, for Employees assigned to field services.
- (c) notwithstanding Sub-Clause 2.01(b), the normal hours of work for Technologies 7, Class #128TN, shall be thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day.

2.02 Employees coming under Sub-Clause 2.01(b) above shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty-four per cent (10.34%). This additional amount shall be considered part of their annual salary.

2.03 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "C" shall be:

- (a) forty (40) hours per week for those classes listed in Schedule "E"; or
- (b) thirty-six and one-quarter (36 1/4) hours per week for all other classes in Schedule "C"; or
- (c) the equivalent of (a) or (b) above on a bi-weekly, monthly, quarterly, or annual basis, and

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

2.04 Subject to Clause 2.03 above, when, because of operational requirements, hours of work are scheduled on a rotating or irregular basis, they shall be scheduled so that Employees:

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

ARTICLE 3 - OVERTIME

- 3.01 Pursuant to Article 17 of the Master Agreement, Employees covered by this Agreement will be compensated for authorized overtime hours worked.

ARTICLE 4 - UNIFORMS AND PROTECTIVE CLOTHING

- 4.01 Where the Employer determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Employer.
- 4.02 Protective clothing and safety equipment shall be provided in accordance with the *Occupational Health and Safety Act, the Radiation Protection Act* and any regulations thereto.
- 4.03 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred (\$300.00) dollars every two years.
- 4.04 An annual shoe allowance of one hundred and twenty dollars (\$120.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.

ARTICLE 5 - MEDICAL EXAMINATIONS

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

ARTICLE 6 - HIGH RIGGING ALLOWANCE

- 6.01 Employees who work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:
 - (a) the erecting or dismantling of scaffold when such scaffolding will exceed a height of ten feet six inches (10' 6") or three point two (3.2) metres; or

- (b) working on a swing stage or scaffold at a height in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (c) high rigging on skeleton erection work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (d) working from a bosun's chair at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (e) bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres.

6.02 An Employee who is assigned to work on a bridge, tower or other fixture at a height in excess of sixty five feet six inches (65' 6") or twenty (20) metres above the floor, ground or water level, shall be paid a premium of one (1X) times the employee's basic hourly rate for each hour or portion thereof while performing the work.

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

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

Schedule B
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*

| 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 |
| 33 | \$1,315.24 | \$18.14 | \$1,362.27 | \$18.78 | \$1,410.82 | \$19.45 | \$1,473.18 | \$20.31 | \$1,527.37 | \$21.06 | \$1,583.59 | \$21.84 | \$1,647.48 | \$22.72 |
| 34 | \$1,339.77 | \$18.47 | \$1,388.32 | \$19.14 | \$1,439.96 | \$19.86 | \$1,500.28 | \$20.69 | \$1,557.53 | \$21.48 | \$1,616.31 | \$22.29 | \$1,676.11 | \$23.11 |
| 35 | \$1,362.27 | \$18.78 | \$1,410.82 | \$19.45 | \$1,473.18 | \$20.31 | \$1,527.37 | \$21.06 | \$1,583.59 | \$21.84 | \$1,647.48 | \$22.72 | \$1,711.90 | \$23.61 |
| 36 | \$1,388.32 | \$19.14 | \$1,439.96 | \$19.86 | \$1,500.28 | \$20.69 | \$1,557.53 | \$21.48 | \$1,616.31 | \$22.29 | \$1,676.11 | \$23.11 | \$1,743.59 | \$24.04 |
| 37 | \$1,410.82 | \$19.45 | \$1,473.18 | \$20.31 | \$1,527.37 | \$21.06 | \$1,583.59 | \$21.84 | \$1,647.48 | \$22.72 | \$1,711.90 | \$23.61 | \$1,781.92 | \$24.57 |
| 38 | \$1,439.96 | \$19.86 | \$1,500.28 | \$20.69 | \$1,557.53 | \$21.48 | \$1,616.31 | \$22.29 | \$1,676.11 | \$23.11 | \$1,743.59 | \$24.04 | \$1,816.69 | \$25.05 |
| 39 | \$1,473.18 | \$20.31 | \$1,527.37 | \$21.06 | \$1,583.59 | \$21.84 | \$1,647.48 | \$22.72 | \$1,711.90 | \$23.61 | \$1,781.92 | \$24.57 | \$1,854.51 | \$25.57 |
| 40 | \$1,500.28 | \$20.69 | \$1,557.53 | \$21.48 | \$1,616.31 | \$22.29 | \$1,676.11 | \$23.11 | \$1,743.59 | \$24.04 | \$1,816.69 | \$25.05 | \$1,888.27 | \$26.04 |
| 41 | \$1,527.37 | \$21.06 | \$1,583.59 | \$21.84 | \$1,647.48 | \$22.72 | \$1,711.90 | \$23.61 | \$1,781.92 | \$24.57 | \$1,854.51 | \$25.57 | \$1,925.57 | \$26.55 |
| 42 | \$1,557.53 | \$21.48 | \$1,616.31 | \$22.29 | \$1,676.11 | \$23.11 | \$1,743.59 | \$24.04 | \$1,816.69 | \$25.05 | \$1,888.27 | \$26.04 | \$1,966.46 | \$27.12 |
| 43 | \$1,583.59 | \$21.84 | \$1,647.48 | \$22.72 | \$1,711.90 | \$23.61 | \$1,781.92 | \$24.57 | \$1,854.51 | \$25.57 | \$1,925.57 | \$26.55 | \$2,000.71 | \$27.59 |
| 44 | \$1,616.31 | \$22.29 | \$1,676.11 | \$23.11 | \$1,743.59 | \$24.04 | \$1,816.69 | \$25.05 | \$1,888.27 | \$26.04 | \$1,966.46 | \$27.12 | \$2,045.18 | \$28.20 |
| 45 | \$1,647.48 | \$22.72 | \$1,711.90 | \$23.61 | \$1,781.92 | \$24.57 | \$1,854.51 | \$25.57 | \$1,925.57 | \$26.55 | \$2,000.71 | \$27.59 | \$2,088.13 | \$28.80 |
| 46 | \$1,676.11 | \$23.11 | \$1,743.59 | \$24.04 | \$1,816.69 | \$25.05 | \$1,888.27 | \$26.04 | \$1,966.46 | \$27.12 | \$2,045.18 | \$28.20 | \$2,132.08 | \$29.40 |
| 47 | \$1,711.90 | \$23.61 | \$1,781.92 | \$24.57 | \$1,854.51 | \$25.57 | \$1,925.57 | \$26.55 | \$2,000.71 | \$27.59 | \$2,088.13 | \$28.80 | \$2,169.39 | \$29.92 |
| 48 | \$1,743.59 | \$24.04 | \$1,816.69 | \$25.05 | \$1,888.27 | \$26.04 | \$1,966.46 | \$27.12 | \$2,045.18 | \$28.20 | \$2,132.08 | \$29.40 | \$2,218.47 | \$30.59 |
| 49 | \$1,781.92 | \$24.57 | \$1,854.51 | \$25.57 | \$1,925.57 | \$26.55 | \$2,000.71 | \$27.59 | \$2,088.13 | \$28.80 | \$2,169.39 | \$29.92 | \$2,265.50 | \$31.24 |
| 50 | \$1,816.69 | \$25.05 | \$1,888.27 | \$26.04 | \$1,966.46 | \$27.12 | \$2,045.18 | \$28.20 | \$2,132.08 | \$29.40 | \$2,218.47 | \$30.59 | \$2,319.68 | \$31.99 |
| 51 | \$1,854.51 | \$25.57 | \$1,925.57 | \$26.55 | \$2,000.71 | \$27.59 | \$2,088.13 | \$28.80 | \$2,169.39 | \$29.92 | \$2,265.50 | \$31.24 | \$2,370.79 | \$32.70 |
| 52 | \$1,888.27 | \$26.04 | \$1,966.46 | \$27.12 | \$2,045.18 | \$28.20 | \$2,132.08 | \$29.40 | \$2,218.47 | \$30.59 | \$2,319.68 | \$31.99 | \$2,421.40 | \$33.39 |
| 53 | \$1,925.57 | \$26.55 | \$2,000.71 | \$27.59 | \$2,088.13 | \$28.80 | \$2,169.39 | \$29.92 | \$2,265.50 | \$31.24 | \$2,370.79 | \$32.70 | \$2,480.17 | \$34.20 |
| 54 | \$1,966.46 | \$27.12 | \$2,045.18 | \$28.20 | \$2,132.08 | \$29.40 | \$2,218.47 | \$30.59 | \$2,319.68 | \$31.99 | \$2,421.40 | \$33.39 | \$2,539.98 | \$35.03 |
| 55 | \$2,000.71 | \$27.59 | \$2,088.13 | \$28.80 | \$2,169.39 | \$29.92 | \$2,265.50 | \$31.24 | \$2,370.79 | \$32.70 | \$2,480.17 | \$34.20 | \$2,595.71 | \$35.80 |
| 56 | \$2,045.18 | \$28.20 | \$2,132.08 | \$29.40 | \$2,218.47 | \$30.59 | \$2,319.68 | \$31.99 | \$2,421.40 | \$33.39 | \$2,539.98 | \$35.03 | \$2,662.67 | \$36.72 |
| 57 | \$2,088.13 | \$28.80 | \$2,169.39 | \$29.92 | \$2,265.50 | \$31.24 | \$2,370.79 | \$32.70 | \$2,480.17 | \$34.20 | \$2,595.71 | \$35.80 | \$2,719.41 | \$37.50 |
| 58 | \$2,132.08 | \$29.40 | \$2,218.47 | \$30.59 | \$2,319.68 | \$31.99 | \$2,421.40 | \$33.39 | \$2,539.98 | \$35.03 | \$2,662.67 | \$36.72 | \$2,780.23 | \$38.34 |
| 59 | \$2,169.39 | \$29.92 | \$2,265.50 | \$31.24 | \$2,370.79 | \$32.70 | \$2,480.17 | \$34.20 | \$2,595.71 | \$35.80 | \$2,719.41 | \$37.50 | \$2,844.65 | \$39.23 |
| 60 | \$2,218.47 | \$30.59 | \$2,319.68 | \$31.99 | \$2,421.40 | \$33.39 | \$2,539.98 | \$35.03 | \$2,662.67 | \$36.72 | \$2,780.23 | \$38.34 | \$2,905.48 | \$40.07 |
| 61 | \$2,265.50 | \$31.24 | \$2,370.79 | \$32.70 | \$2,480.17 | \$34.20 | \$2,595.71 | \$35.80 | \$2,719.41 | \$37.50 | \$2,844.65 | \$39.23 | \$2,977.55 | \$41.06 |
| 62 | \$2,319.68 | \$31.99 | \$2,421.40 | \$33.39 | \$2,539.98 | \$35.03 | \$2,662.67 | \$36.72 | \$2,780.23 | \$38.34 | \$2,905.48 | \$40.07 | \$3,048.08 | \$42.04 |
| 63 | \$2,370.79 | \$32.70 | \$2,480.17 | \$34.20 | \$2,595.71 | \$35.80 | \$2,719.41 | \$37.50 | \$2,844.65 | \$39.23 | \$2,977.55 | \$41.06 | \$3,115.04 | \$42.96 |
| 64 | \$2,421.40 | \$33.39 | \$2,539.98 | \$35.03 | \$2,662.67 | \$36.72 | \$2,780.23 | \$38.34 | \$2,905.48 | \$40.07 | \$3,048.08 | \$42.04 | \$3,189.17 | \$43.98 |
| 65 | \$2,480.17 | \$34.20 | \$2,595.71 | \$35.80 | \$2,719.41 | \$37.50 | \$2,844.65 | \$39.23 | \$2,977.55 | \$41.06 | \$3,115.04 | \$42.96 | \$3,256.64 | \$44.91 |
| 66 | \$2,539.98 | \$35.03 | \$2,662.67 | \$36.72 | \$2,780.23 | \$38.34 | \$2,905.48 | \$40.07 | \$3,048.08 | \$42.04 | \$3,189.17 | \$43.98 | \$3,335.87 | \$46.01 |
| 67 | \$2,595.71 | \$35.80 | \$2,719.41 | \$37.50 | \$2,844.65 | \$39.23 | \$2,977.55 | \$41.06 | \$3,115.04 | \$42.96 | \$3,256.64 | \$44.91 | \$3,408.45 | \$47.01 |
| 68 | \$2,662.67 | \$36.72 | \$2,780.23 | \$38.34 | \$2,905.48 | \$40.07 | \$3,048.08 | \$42.04 | \$3,189.17 | \$43.98 | \$3,335.87 | \$46.01 | \$3,490.76 | \$48.14 |

Schedule B
TECHNICAL, GENERAL AND FIELD 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 |
| 69 | \$2,719.41 | \$37.50 | \$2,844.65 | \$39.23 | \$2,977.55 | \$41.06 | \$3,115.04 | \$42.96 | \$3,256.64 | \$44.91 | \$3,408.45 | \$47.01 | \$3,572.55 | \$49.27 |
| 70 | \$2,780.23 | \$38.34 | \$2,905.48 | \$40.07 | \$3,048.08 | \$42.04 | \$3,189.17 | \$43.98 | \$3,335.87 | \$46.01 | \$3,490.76 | \$48.14 | \$3,660.46 | \$50.48 |
| 71 | \$2,844.65 | \$39.23 | \$2,977.55 | \$41.06 | \$3,115.04 | \$42.96 | \$3,256.64 | \$44.91 | \$3,408.45 | \$47.01 | \$3,572.55 | \$49.27 | \$3,744.54 | \$51.64 |
| 72 | \$2,905.48 | \$40.07 | \$3,048.08 | \$42.04 | \$3,189.17 | \$43.98 | \$3,335.87 | \$46.01 | \$3,490.76 | \$48.14 | \$3,660.46 | \$50.48 | \$3,838.41 | \$52.94 |

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

SCHEDULE "C"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "D"
EFFECTIVE APRIL 1, 2017

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

* Indicates Starting Period in the Grade

Schedule D
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*

| Grade | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | |
|-------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|
| | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly |
| 28 | \$1,412.35 | \$19.48 | \$1,447.62 | \$19.96 | \$1,487.50 | \$20.51 | \$1,526.86 | \$21.06 | \$1,567.25 | \$21.61 | \$1,610.17 | \$22.20 |
| 29 | \$1,428.71 | \$19.70 | \$1,468.08 | \$20.24 | \$1,505.90 | \$20.77 | \$1,544.23 | \$21.29 | \$1,588.20 | \$21.90 | \$1,632.16 | \$22.51 |
| 30 | \$1,447.62 | \$19.96 | \$1,487.50 | \$20.51 | \$1,526.86 | \$21.06 | \$1,567.25 | \$21.61 | \$1,610.17 | \$22.20 | \$1,656.20 | \$22.84 |
| 31 | \$1,468.08 | \$20.24 | \$1,505.90 | \$20.77 | \$1,544.23 | \$21.29 | \$1,588.20 | \$21.90 | \$1,632.16 | \$22.51 | \$1,678.17 | \$23.14 |
| 32 | \$1,487.50 | \$20.51 | \$1,526.86 | \$21.06 | \$1,567.25 | \$21.61 | \$1,610.17 | \$22.20 | \$1,656.20 | \$22.84 | \$1,703.72 | \$23.49 |
| 33 | \$1,505.90 | \$20.77 | \$1,544.23 | \$21.29 | \$1,588.20 | \$21.90 | \$1,632.16 | \$22.51 | \$1,678.17 | \$23.14 | \$1,729.28 | \$23.85 |
| 34 | \$1,526.86 | \$21.06 | \$1,567.25 | \$21.61 | \$1,610.17 | \$22.20 | \$1,656.20 | \$22.84 | \$1,703.72 | \$23.49 | \$1,757.91 | \$24.24 |
| 35 | \$1,544.23 | \$21.29 | \$1,588.20 | \$21.90 | \$1,632.16 | \$22.51 | \$1,678.17 | \$23.14 | \$1,729.28 | \$23.85 | \$1,784.48 | \$24.61 |
| 36 | \$1,567.25 | \$21.61 | \$1,610.17 | \$22.20 | \$1,656.20 | \$22.84 | \$1,703.72 | \$23.49 | \$1,757.91 | \$24.24 | \$1,811.06 | \$24.98 |
| 37 | \$1,588.20 | \$21.90 | \$1,632.16 | \$22.51 | \$1,678.17 | \$23.14 | \$1,729.28 | \$23.85 | \$1,784.48 | \$24.61 | \$1,838.15 | \$25.35 |
| 38 | \$1,610.17 | \$22.20 | \$1,656.20 | \$22.84 | \$1,703.72 | \$23.49 | \$1,757.91 | \$24.24 | \$1,811.06 | \$24.98 | \$1,874.45 | \$25.85 |
| 39 | \$1,632.16 | \$22.51 | \$1,678.17 | \$23.14 | \$1,729.28 | \$23.85 | \$1,784.48 | \$24.61 | \$1,838.15 | \$25.35 | \$1,907.17 | \$26.30 |
| 40 | \$1,656.20 | \$22.84 | \$1,703.72 | \$23.49 | \$1,757.91 | \$24.24 | \$1,811.06 | \$24.98 | \$1,874.45 | \$25.85 | \$1,939.87 | \$26.75 |
| 41 | \$1,678.17 | \$23.14 | \$1,729.28 | \$23.85 | \$1,784.48 | \$24.61 | \$1,838.15 | \$25.35 | \$1,907.17 | \$26.30 | \$1,974.13 | \$27.22 |
| 42 | \$1,703.72 | \$23.49 | \$1,757.91 | \$24.24 | \$1,811.06 | \$24.98 | \$1,874.45 | \$25.85 | \$1,939.87 | \$26.75 | \$2,009.39 | \$27.71 |
| 43 | \$1,729.28 | \$23.85 | \$1,784.48 | \$24.61 | \$1,838.15 | \$25.35 | \$1,907.17 | \$26.30 | \$1,974.13 | \$27.22 | \$2,048.24 | \$28.25 |
| 44 | \$1,757.91 | \$24.24 | \$1,811.06 | \$24.98 | \$1,874.45 | \$25.85 | \$1,939.87 | \$26.75 | \$2,009.39 | \$27.71 | \$2,086.07 | \$28.77 |
| 45 | \$1,784.48 | \$24.61 | \$1,838.15 | \$25.35 | \$1,907.17 | \$26.30 | \$1,974.13 | \$27.22 | \$2,048.24 | \$28.25 | \$2,129.53 | \$29.37 |
| 46 | \$1,811.06 | \$24.98 | \$1,874.45 | \$25.85 | \$1,939.87 | \$26.75 | \$2,009.39 | \$27.71 | \$2,086.07 | \$28.77 | \$2,165.30 | \$29.86 |
| 47 | \$1,838.15 | \$25.35 | \$1,907.17 | \$26.30 | \$1,974.13 | \$27.22 | \$2,048.24 | \$28.25 | \$2,129.53 | \$29.37 | \$2,202.11 | \$30.37 |
| 48 | \$1,874.45 | \$25.85 | \$1,939.87 | \$26.75 | \$2,009.39 | \$27.71 | \$2,086.07 | \$28.77 | \$2,165.30 | \$29.86 | \$2,248.10 | \$31.00 |
| 49 | \$1,907.17 | \$26.30 | \$1,974.13 | \$27.22 | \$2,048.24 | \$28.25 | \$2,129.53 | \$29.37 | \$2,202.11 | \$30.37 | \$2,293.60 | \$31.63 |
| 50 | \$1,939.87 | \$26.75 | \$2,009.39 | \$27.71 | \$2,086.07 | \$28.77 | \$2,165.30 | \$29.86 | \$2,248.10 | \$31.00 | \$2,340.63 | \$32.28 |
| 51 | \$1,974.13 | \$27.22 | \$2,048.24 | \$28.25 | \$2,129.53 | \$29.37 | \$2,202.11 | \$30.37 | \$2,293.60 | \$31.63 | \$2,391.24 | \$32.98 |
| 52 | \$2,009.39 | \$27.71 | \$2,086.07 | \$28.77 | \$2,165.30 | \$29.86 | \$2,248.10 | \$31.00 | \$2,340.63 | \$32.28 | \$2,440.82 | \$33.66 |
| 53 | \$2,048.24 | \$28.25 | \$2,129.53 | \$29.37 | \$2,202.11 | \$30.37 | \$2,293.60 | \$31.63 | \$2,391.24 | \$32.98 | \$2,490.39 | \$34.35 |
| 54 | \$2,086.07 | \$28.77 | \$2,165.30 | \$29.86 | \$2,248.10 | \$31.00 | \$2,340.63 | \$32.28 | \$2,440.82 | \$33.66 | \$2,546.62 | \$35.12 |
| 55 | \$2,129.53 | \$29.37 | \$2,202.11 | \$30.37 | \$2,293.60 | \$31.63 | \$2,391.24 | \$32.98 | \$2,490.39 | \$34.35 | \$2,599.80 | \$35.85 |
| 56 | \$2,165.30 | \$29.86 | \$2,248.10 | \$31.00 | \$2,340.63 | \$32.28 | \$2,440.82 | \$33.66 | \$2,546.62 | \$35.12 | \$2,662.67 | \$36.72 |
| 57 | \$2,202.11 | \$30.37 | \$2,293.60 | \$31.63 | \$2,391.24 | \$32.98 | \$2,490.39 | \$34.35 | \$2,599.80 | \$35.85 | \$2,716.85 | \$37.47 |
| 58 | \$2,248.10 | \$31.00 | \$2,340.63 | \$32.28 | \$2,440.82 | \$33.66 | \$2,546.62 | \$35.12 | \$2,662.67 | \$36.72 | \$2,775.64 | \$38.28 |
| 59 | \$2,293.60 | \$31.63 | \$2,391.24 | \$32.98 | \$2,490.39 | \$34.35 | \$2,599.80 | \$35.85 | \$2,716.85 | \$37.47 | \$2,834.93 | \$39.10 |
| 60 | \$2,340.63 | \$32.28 | \$2,440.82 | \$33.66 | \$2,546.62 | \$35.12 | \$2,662.67 | \$36.72 | \$2,775.64 | \$38.28 | \$2,897.80 | \$39.97 |

Schedule D
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)*

| Grade | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | |
|-------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|
| | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly |
| 61 | \$2,391.24 | \$32.98 | \$2,490.39 | \$34.35 | \$2,599.80 | \$35.85 | \$2,716.85 | \$37.47 | \$2,834.93 | \$39.10 | \$2,963.23 | \$40.87 |
| 62 | \$2,440.82 | \$33.66 | \$2,546.62 | \$35.12 | \$2,662.67 | \$36.72 | \$2,775.64 | \$38.28 | \$2,897.80 | \$39.96 | \$3,026.09 | \$41.73 |
| 63 | \$2,490.39 | \$34.35 | \$2,599.80 | \$35.85 | \$2,716.85 | \$37.47 | \$2,834.93 | \$39.10 | \$2,963.23 | \$40.87 | \$3,092.55 | \$42.65 |
| 64 | \$2,546.62 | \$35.12 | \$2,662.67 | \$36.72 | \$2,775.64 | \$38.28 | \$2,897.80 | \$39.96 | \$3,026.09 | \$41.73 | \$3,159.51 | \$43.57 |
| 65 | \$2,599.80 | \$35.85 | \$2,716.85 | \$37.47 | \$2,834.93 | \$39.10 | \$2,963.23 | \$40.87 | \$3,092.55 | \$42.65 | \$3,224.94 | \$44.48 |
| 66 | \$2,662.67 | \$36.72 | \$2,775.64 | \$38.28 | \$2,897.80 | \$39.96 | \$3,026.09 | \$41.73 | \$3,159.51 | \$43.57 | \$3,300.60 | \$45.52 |
| 67 | \$2,716.85 | \$37.47 | \$2,834.93 | \$39.10 | \$2,963.23 | \$40.87 | \$3,092.55 | \$42.65 | \$3,224.94 | \$44.48 | \$3,369.09 | \$46.47 |

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

Schedule D
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (40 HOUR)*

| Grade | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | |
|-------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|
| | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly |
| 28 | \$1,412.35 | \$17.65 | \$1,447.62 | \$18.09 | \$1,487.50 | \$18.59 | \$1,526.86 | \$19.08 | \$1,567.25 | \$19.59 | \$1,610.17 | \$20.12 |
| 29 | \$1,428.71 | \$17.85 | \$1,468.08 | \$18.35 | \$1,505.90 | \$18.82 | \$1,544.23 | \$19.30 | \$1,588.20 | \$19.85 | \$1,632.16 | \$20.40 |
| 30 | \$1,447.62 | \$18.09 | \$1,487.50 | \$18.59 | \$1,526.86 | \$19.08 | \$1,567.25 | \$19.59 | \$1,610.17 | \$20.12 | \$1,656.20 | \$20.70 |
| 31 | \$1,468.08 | \$18.35 | \$1,505.90 | \$18.82 | \$1,544.23 | \$19.30 | \$1,588.20 | \$19.85 | \$1,632.16 | \$20.40 | \$1,678.17 | \$20.97 |
| 32 | \$1,487.50 | \$18.59 | \$1,526.86 | \$19.08 | \$1,567.25 | \$19.59 | \$1,610.17 | \$20.12 | \$1,656.20 | \$20.70 | \$1,703.72 | \$21.29 |
| 33 | \$1,505.90 | \$18.82 | \$1,544.23 | \$19.30 | \$1,588.20 | \$19.85 | \$1,632.16 | \$20.40 | \$1,678.17 | \$20.97 | \$1,729.28 | \$21.61 |
| 34 | \$1,526.86 | \$19.08 | \$1,567.25 | \$19.59 | \$1,610.17 | \$20.12 | \$1,656.20 | \$20.70 | \$1,703.72 | \$21.29 | \$1,757.91 | \$21.97 |
| 35 | \$1,544.23 | \$19.30 | \$1,588.20 | \$19.85 | \$1,632.16 | \$20.40 | \$1,678.17 | \$20.97 | \$1,729.28 | \$21.61 | \$1,784.48 | \$22.30 |
| 36 | \$1,567.25 | \$19.59 | \$1,610.17 | \$20.12 | \$1,656.20 | \$20.70 | \$1,703.72 | \$21.29 | \$1,757.91 | \$21.97 | \$1,811.06 | \$22.63 |
| 37 | \$1,588.20 | \$19.85 | \$1,632.16 | \$20.40 | \$1,678.17 | \$20.97 | \$1,729.28 | \$21.61 | \$1,784.48 | \$22.30 | \$1,838.15 | \$22.97 |
| 38 | \$1,610.17 | \$20.12 | \$1,656.20 | \$20.70 | \$1,703.72 | \$21.29 | \$1,757.91 | \$21.97 | \$1,811.06 | \$22.63 | \$1,874.45 | \$23.43 |
| 39 | \$1,632.16 | \$20.40 | \$1,678.17 | \$20.97 | \$1,729.28 | \$21.61 | \$1,784.48 | \$22.30 | \$1,838.15 | \$22.97 | \$1,907.17 | \$23.83 |
| 40 | \$1,656.20 | \$20.70 | \$1,703.72 | \$21.29 | \$1,757.91 | \$21.97 | \$1,811.06 | \$22.63 | \$1,874.45 | \$23.43 | \$1,939.87 | \$24.24 |
| 41 | \$1,678.17 | \$20.97 | \$1,729.28 | \$21.61 | \$1,784.48 | \$22.30 | \$1,838.15 | \$22.97 | \$1,907.17 | \$23.83 | \$1,974.13 | \$24.67 |
| 42 | \$1,703.72 | \$21.29 | \$1,757.91 | \$21.97 | \$1,811.06 | \$22.63 | \$1,874.45 | \$23.43 | \$1,939.87 | \$24.24 | \$2,009.39 | \$25.11 |
| 43 | \$1,729.28 | \$21.61 | \$1,784.48 | \$22.30 | \$1,838.15 | \$22.97 | \$1,907.17 | \$23.83 | \$1,974.13 | \$24.67 | \$2,048.24 | \$25.60 |
| 44 | \$1,757.91 | \$21.97 | \$1,811.06 | \$22.63 | \$1,874.45 | \$23.43 | \$1,939.87 | \$24.24 | \$2,009.39 | \$25.11 | \$2,086.07 | \$26.07 |
| 45 | \$1,784.48 | \$22.30 | \$1,838.15 | \$22.97 | \$1,907.17 | \$23.83 | \$1,974.13 | \$24.67 | \$2,048.24 | \$25.60 | \$2,129.53 | \$26.61 |
| 46 | \$1,811.06 | \$22.63 | \$1,874.45 | \$23.43 | \$1,939.87 | \$24.24 | \$2,009.39 | \$25.11 | \$2,086.07 | \$26.07 | \$2,165.30 | \$27.06 |
| 47 | \$1,838.15 | \$22.97 | \$1,907.17 | \$23.83 | \$1,974.13 | \$24.67 | \$2,048.24 | \$25.60 | \$2,129.53 | \$26.61 | \$2,202.11 | \$27.52 |
| 48 | \$1,874.45 | \$23.43 | \$1,939.87 | \$24.24 | \$2,009.39 | \$25.11 | \$2,086.07 | \$26.07 | \$2,165.30 | \$27.06 | \$2,248.10 | \$28.10 |
| 49 | \$1,907.17 | \$23.83 | \$1,974.13 | \$24.67 | \$2,048.24 | \$25.60 | \$2,129.53 | \$26.61 | \$2,202.11 | \$27.52 | \$2,293.60 | \$28.67 |
| 50 | \$1,939.87 | \$24.24 | \$2,009.39 | \$25.11 | \$2,086.07 | \$26.07 | \$2,165.30 | \$27.06 | \$2,248.10 | \$28.10 | \$2,340.63 | \$29.25 |
| 51 | \$1,974.13 | \$24.67 | \$2,048.24 | \$25.60 | \$2,129.53 | \$26.61 | \$2,202.11 | \$27.52 | \$2,293.60 | \$28.67 | \$2,391.24 | \$29.89 |
| 52 | \$2,009.39 | \$25.11 | \$2,086.07 | \$26.07 | \$2,165.30 | \$27.06 | \$2,248.10 | \$28.10 | \$2,340.63 | \$29.25 | \$2,440.82 | \$30.51 |
| 53 | \$2,048.24 | \$25.60 | \$2,129.53 | \$26.61 | \$2,202.11 | \$27.52 | \$2,293.60 | \$28.67 | \$2,391.24 | \$29.89 | \$2,490.39 | \$31.12 |
| 54 | \$2,086.07 | \$26.07 | \$2,165.30 | \$27.06 | \$2,248.10 | \$28.10 | \$2,340.63 | \$29.25 | \$2,440.82 | \$30.51 | \$2,546.62 | \$31.83 |
| 55 | \$2,129.53 | \$26.61 | \$2,202.11 | \$27.52 | \$2,293.60 | \$28.67 | \$2,391.24 | \$29.89 | \$2,490.39 | \$31.12 | \$2,599.80 | \$32.49 |
| 56 | \$2,165.30 | \$27.06 | \$2,248.10 | \$28.10 | \$2,340.63 | \$29.25 | \$2,440.82 | \$30.51 | \$2,546.62 | \$31.83 | \$2,662.67 | \$33.28 |
| 57 | \$2,202.11 | \$27.52 | \$2,293.60 | \$28.67 | \$2,391.24 | \$29.89 | \$2,490.39 | \$31.12 | \$2,599.80 | \$32.49 | \$2,716.85 | \$33.96 |
| 58 | \$2,248.10 | \$28.10 | \$2,340.63 | \$29.25 | \$2,440.82 | \$30.51 | \$2,546.62 | \$31.83 | \$2,662.67 | \$33.28 | \$2,775.64 | \$34.69 |
| 59 | \$2,293.60 | \$28.67 | \$2,391.24 | \$29.89 | \$2,490.39 | \$31.12 | \$2,599.80 | \$32.49 | \$2,716.85 | \$33.96 | \$2,834.93 | \$35.43 |
| 60 | \$2,340.63 | \$29.25 | \$2,440.82 | \$30.51 | \$2,546.62 | \$31.83 | \$2,662.67 | \$33.28 | \$2,775.64 | \$34.69 | \$2,897.80 | \$36.22 |

Schedule D
TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (40 HOUR)*

| Grade | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | |
|-------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|------------|---------|
| | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly | Bi-Weekly | Hourly |
| 61 | \$2,391.24 | \$29.89 | \$2,490.39 | \$31.12 | \$2,599.80 | \$32.49 | \$2,716.85 | \$33.96 | \$2,834.93 | \$35.43 | \$2,963.23 | \$37.04 |
| 62 | \$2,440.82 | \$30.51 | \$2,546.62 | \$31.83 | \$2,662.67 | \$33.28 | \$2,775.64 | \$34.69 | \$2,897.80 | \$36.22 | \$3,026.09 | \$37.82 |
| 63 | \$2,490.39 | \$31.12 | \$2,599.80 | \$32.49 | \$2,716.85 | \$33.96 | \$2,834.93 | \$35.43 | \$2,963.23 | \$37.04 | \$3,092.55 | \$38.65 |
| 64 | \$2,546.62 | \$31.83 | \$2,662.67 | \$33.28 | \$2,775.64 | \$34.69 | \$2,897.80 | \$36.22 | \$3,026.09 | \$37.82 | \$3,159.51 | \$39.49 |
| 65 | \$2,599.80 | \$32.49 | \$2,716.85 | \$33.96 | \$2,834.93 | \$35.43 | \$2,963.23 | \$37.04 | \$3,092.55 | \$38.65 | \$3,224.94 | \$40.31 |
| 66 | \$2,662.67 | \$33.28 | \$2,775.64 | \$34.69 | \$2,897.80 | \$36.22 | \$3,026.09 | \$37.82 | \$3,159.51 | \$39.49 | \$3,300.60 | \$41.25 |
| 67 | \$2,716.85 | \$33.96 | \$2,834.93 | \$35.43 | \$2,963.23 | \$37.04 | \$3,092.55 | \$38.65 | \$3,224.94 | \$40.31 | \$3,369.09 | \$42.11 |

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

SCHEDULE "E"
(40 Hours Per Week)

| Class No. | Class Title |
|------------------|---------------------------|
| 121EO | Equipment Operations 1 |
| 122EO | Equipment Operations 2 |
| 123EO | Equipment Operations 3 |
| 121GS | Grounds/Site Operations 1 |
| 124GS | Grounds/Site Operations 2 |

LETTER OF UNDERSTANDING #1

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


Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

LETTER OF UNDERSTANDING #2

- A. Pursuant to Clause 2.01(b) of the Master Agreement and notwithstanding Supplement II, the Parties shall administer Article 2, Hours of Work, of Subsidiary Agreement #012 to allow Service Alberta to implement modified shifts, as detailed in Appendix "A" for Computer Operations 1 and 2 (class 124CP and 125CP), at the Data Centres.
- B. The Parties also agree that:
- (1) Clause 2.01(a) of Subsidiary Agreement #012 dated September 28, 2007 shall be administered so as to require the equivalent hours of work as would be required of an employee who works a normal 36 1/4 hours per week and occupying a position or as a full-time wage employee performing the work of computer operations and who is required to work the normal hours of work.
 - (2) Notwithstanding Clause 16.05 of the Master Agreement dated September 28, 2007, time worked during meal breaks shall contribute towards the fulfillment of normal hours of work.
 - (3) Notwithstanding Clauses 16.03, 16.04 and 16.05 of the Master Agreement dated September 28, 2007, and Clause 2 above, employees who work extended shifts (12.08 hours per shift) shall normally receive 50 minutes of paid rest periods.

- (4) Article 18 of the Master Agreement dated September 28, 2007, shall be administered so as to provide shift differential for employees required to work extended shifts (12.08 hours per shift). Such employees shall be paid shift differential for hours worked between 4:00 p.m. and 8:00 a.m., exclusive of any hours for which the employee receives overtime compensation.
- (5) Articles 4.03(a), 4.04, 4.05(a), 14, 23, 30, 31, 32, 36, 37 and 38 of the Master Agreement dated September 28, 2007, shall be administered so as to provide benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as they would have if the work week had not been modified.
- (6) All of the above shall be effective from October 1, 2007 until the expiry of the current Collective Agreement between the Parties and any subsequent Collective Agreements, unless opened by either Party by notice to the other Party not less than ninety (90) days prior to the expiry of Subsidiary Agreement #012. Notwithstanding the above this Letter of Understanding shall remain in effect thereafter until a replacement Agreement is established. If the Parties do not reach a new Letter of Understanding within the 90 day notice period, this Letter of Understanding shall become null and void. The Employer shall then have a further 90 days to re-establish operations under the terms and conditions identified in the Master and Subsidiary #012 Agreements. The time periods stated above may be extended by mutual agreement.

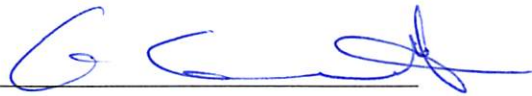
Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

APPENDIX "A"
DATA CENTRES OPERATIONS MODIFIED 12 HOUR SHIFT SCHEDULE

| | <u>Standard Schedule</u> | <u>Modified Schedule</u> |
|--------------------------------|--------------------------|---|
| Annual requirement in hours | 1892.25 hours | 1892.25 hours |
| Overall length of work day | 8.25 hours | 12.08 hours |
| Meal period | 1 hour | None |
| Hours credited per work day | 7.25 hours | 12.08 hours |
| Paid rest periods per work day | 2 @ 15 minutes | 50 minutes total |
| Weekly work days | 5 @ 7.25 hours | 3 @ 12.08 hours |
| Hours worked per week | 36.25 hours | 36.25 hours |
| Paid Holidays Taken (PHT) | 13 @ 7.25 hours | 94.25 hours |
| Annual Vacation Leave days: | | |
| After 12 months' service | 15 @ 7.25 hours | 9 @ 12.08 hours |
| After 5 years' service | 20 @ 7.25 hours | 12 @ 12.08 hours |
| After 13 years' service | 25 @ 7.25 hours | 15 @ 12.08 hours |
| After 21 years' service | 30 @ 7.25 hours | 18 @ 12.08 hours |
| After 30 years' service | 35 @ 7.25 hours | 21 @ 12.08 hours |
| Shift Differential | Not Applicable | 16:00 to 08:00 |
| Casual Illness days | 10 @ 7.25 hours | 6 @ 12.08 hours |
| General Illness days | 80 @ 7.25 hours | 48 @ 12.08 hours |
| LTD Qualifying Period in days | 80 @ 7.25 hours | 48 @ 12.08 hours |
| WCB Supplement in days | 80 @ 7.25 hours | 48 @ 12.08 hours |
| Special Leave | 10 @ 7.25 hours | Individually pro-rated on an hourly basis |

LETTER OF UNDERSTANDING #3 – Employee Relations Committee

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

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

Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

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

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

**EMPLOYEE RELATIONS COMMITTEE
TECHNICAL, GENERAL AND FIELD 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 the Technical, General and Field Services, Subsidiary #012. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.
- 1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- 1.3 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

2.0 NAME OF COMMITTEE

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

3.0 OBJECTIVE(S)

- 3.1 To promote and maintain effective communications in the areas of:
 - (a) working conditions;
 - (b) policies and procedures;
 - (c) staff development;
 - (d) suggestions for improved efficiency;
 - (e) information exchange relative to proposed operational changes;
 - (f) other matters as agreed to mutually by the Committee;
 - (g) class series.

- 3.2 It is agreed that the Committee will not deal with
- (i) issues for which there exist avenues for discussion or resolution which have not been explored,
 - (ii) pending or potential grievances,
 - (iii) terms and conditions of the Master Agreement.

4.0 MEMBERSHIP

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

5.0 GENERAL

- 5.1 All members of the Committee will have equal authority to advise, recommend and vote.
- 5.2 The two Co-Chairpersons will alternate in chairing the meetings.
- 5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.
- 5.4 Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.
- 5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.
- 5.6 Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.

- 5.7 The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.
- 5.8 These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.

LETTER OF UNDERSTANDING #4 – 40-Hour per Week Shift Rotation – DAM Team Leads

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

- A. The parties agree that notwithstanding the provisions of Sub-Clause 2.01(c) of Subsidiary Agreement 012, hours of work shall be administered as follows:
1. To allow a schedule of forty (40) hours per week, eight (8) hours per day, for Employees in Technologies 7 classification (Schedule "A") who are assigned Dam Team Lead duties. The Dam Team Lead positions supervise field staff working in the operations and maintenance of provincially owned water management infrastructure.
 2. Technologies 7 employees assigned Dam Team Lead duties and assigned to work forty (40) hours per week shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty four per cent (10.34%). This additional amount should be considered part of their annual salary.
- B. The parties agree that notwithstanding Article 2 of Subsidiary Agreement 012, the hours of work in item "A" above shall be considered regularly scheduled hours of work and not subject to overtime compensation.
- C. Where an Employee's hours of work are modified by this Letter of Understanding, such Employees will have benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as if the work week was not modified. This will result in no loss or gain in Employee benefits and entitlements.

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

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

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

LETTER OF UNDERSTANDING # 5 – Specialist Modifier

The Parties agree to the following:

1. A Specialist Modifier will be used in circumstances where the Employer needs an Employee(s) to maintain a specialized set of skills or certification that may only be used in emergency or special circumstances beyond the scope of the Employee's assigned responsibilities. A flat rate modifier will be added to the Employee's bi-weekly pay. An Employee's base pay as negotiated between the A.U.P.E. and the Crown as contained in Schedules A of the Subsidiary #012 Agreement will not be affected by the modifier.
2. A Specialist Modifier will apply to the following functions:
Control Tactics Instructors
Defensive Tactics Instructors
Emergency response Team Lead (Spills)
3. The Specialist Modifier will be \$85.87 per bi-weekly pay period. The Employer will identify and assign the specialist modifier functions. The Employer maintains the right to assign, re-assign and or discontinue the use of any specialist modifier functions upon 90 days written notice to the affected Employee(s). The Employer further retains the right to immediately remove the modifier if the Employee does not meet the required certification and/or qualifications. The modifier is considered pensionable.
4. Employees will be selected to perform the Specialist Modifier functions based on the Employer requiring that function and the Employees attaining and maintaining any credentials or training as defined by the Employer.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

LETTER OF UNDERSTANDING #6 – 11.43-Hour Shifts, Alberta First Responders Radio Communications System

Pursuant to Article 3 of the Master Agreement the parties agree to administer Subsidiary Agreement 012 to allow a 11.43 hour shift rotation for continuous operation.

1. The parties agree that notwithstanding the provisions of sub clause 3.01 of Subsidiary Agreement 012, hours of work shall be administered as follows for Telecommunications Support Technicians assigned to the Alberta First Responders Radio Communications System (AFRRCS):

- Employees assigned as above will be required to work a combination of day afternoon and night shifts over the scheduled weekly rotation as per the posted AFRRCs roster. The normal hours of work shall be 11.43 hours per day. Employees may be required to start on different days of rotation.
2. The standard work week shall be considered to be forty (40) hours based on the scheduled week rotation; an additional 10.34% will be applied to their bi-weekly salary. Employees will be compensated for all hours worked in recognition of the operational requirement to work through meal breaks. The parties agree that notwithstanding Article 3 of Subsidiary Agreement 012, the hours of work in item "1" above shall be considered regularly scheduled hours of work and not subject to the overtime provisions of the Master Agreement.
 3. The parties agree that any hours worked beyond 11.43 shall be subject to overtime compensation as per Article 17 of the collective agreement.
 4. Where an Employee's hours of work are modified by this Letter of Understanding, such Employees will have benefits and entitlements which are expressed in terms of daily of weekly entitlements, converted to equate to the equivalent hours of benefits and entitlements as if the work week was not modified. This will result in no loss or gain in Employee benefits and/or entitlements.
 5. For paid holidays worked and paid pursuant to Sub-Clause 36.06 (a), employees shall receive either:
 - regular salary for 8 hours, plus time and one-half for all hours worked up to the equivalent of full normal daily hours (8 hours) and double-time for hours exceeding 11.43
 - in lieu of regular salary, time and one-half for all hours worked up to the equivalent of full normal daily hours (8 hours) and double time for additional hours worked exceeding 11.43 plus a day off in lieu equivalent to 8 hours with pay. Time off in lieu may be taken at a mutually agreeable time. All time off earned but not scheduled and approved as time off by the end of the current fiscal year shall be paid out as cash.
 6. Either party may terminate this Letter of Understanding at any time with one hundred and twenty (120) days written notice.

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

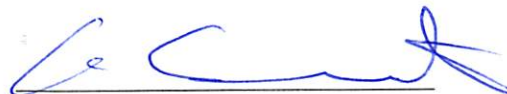
Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial Employees

**LETTER OF UNDERSTANDING #7 - Winter Change - Trail Crew in Peter
Lougheed Provincial Park**

Pursuant to Clause 2.01(b) of the Master Agreement, the parties agree that hours of work shall be administered as follows:

1. (a) Employees who are assigned to the Trail Crew, in Peter Lougheed Provincial Park, will move to 4 days with 10 hour shifts (from 5 days at 8 hours/day) for the peak winter months. This will commence the week after Remembrance Day each winter season. Employees will return to 5 days at 8 hours/day commencing the week after Easter weekend each winter season.
(b) During the summer months, all employees would revert back to the 5 day a week, 8 hour per day schedule.
2. This will affect the scheduling of 3 Trail Crew positions: Equipment Operations 2 (Sub 12) Technologies 3 (Sub 12) Maintenance Service Worker 2 (Sub 4)
3. The parties agree that notwithstanding the provisions of the Agreement:
(a) The parties agree that the hours of work in item 1 above, shall be considered regularly scheduled hours of work and not subject to overtime compensation.
(b) This will result in no loss or gain in pay.
4. Either party may terminate this Letter of Understanding at any time with one hundred and twenty (120) days written notice.
5. This letter shall be in effect from December 1, 2011 for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

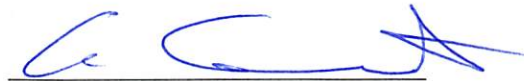
Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

**LETTER OF UNDERSTANDING #8 – 6-Week Shift Rotation Under Subsidiary 012:
Caretakers at the Royal Alberta Museum**

1. In accordance with Clause 2.01 (b) of the Master Agreement, the parties agree to administer the Master Agreement and Subsidiary Agreement 012 to allow for the operation of the 6-week shift rotation schedule outlined within Appendix A for Caretakers at the Royal Alberta Museum.
2. The shift schedule outlined within Appendix A is deemed to satisfy the annual hours of work requirement and shall not be treated as overtime. The parties agree that any hours worked beyond 9.07 hours per day shall be subject to overtime compensation as per Article 17 of the Master Agreement.

3. Employees shall be assigned to the day or night shift rotation schedule as outlined within Appendix A. Employees may be required to start on different weeks of the shift rotation schedule.
4. Employees assigned to the shift rotation shall have benefits and entitlements that are expressed in terms of daily and weekly entitlements converted to the equivalent number of hours of benefits and entitlements as would be provided to an employee who normally works a 7.25-hour shift. This will result in no loss or gain in Employee benefits and/or entitlements.
5. Any vacancies that become available on the day shift rotation shall first be offered to those employees assigned to the night shift rotation. Any vacancies that become available on the night shift rotation shall first be offered to those employees assigned to the day shift rotation.
6. This Letter of Understanding shall be in effect as of October 22, 2018.
7. Either party may terminate this Letter of Understanding by providing 120 calendar days written notice to the other party.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



LANA LOUGHEED

Public Service Commissioner



GUY SMITH

President, Alberta Union of Provincial
Employees

Appendix A: Royal Alberta Museum 6-Week Shift Rotation Schedule (Caretaker)

| | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Weekly Hours |
|---------|--------|--------|---------|-----------|----------|--------|----------|--------------|
| Week 1 | 9.07 | | | | 9.07 | 9.07 | 9.07 | 36.28 |
| Week 2 | 9.07 | | 9.07 | 9.07 | 9.07 | 9.07 | | 45.35 |
| Week 3 | | 9.07 | 9.07 | 9.07 | 9.07 | | | 36.28 |
| Week 4 | | 9.07 | 9.07 | 9.07 | 9.07 | | | 36.28 |
| Week 5 | | 9.07 | | | | 9.07 | 9.07 | 27.21 |
| Week 6 | 9.07 | | | | 9.07 | 9.07 | 9.07 | 36.28 |
| Average | | | | | | | | 36.28 |

Hours of Work:

Days: 06:00 – 15:34, with a 30 minute meal break

Nights: 15:00 – 00:34, with a 30 minute meal break

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY



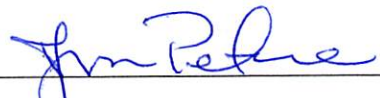
Witness

ORIGINAL SIGNED BY



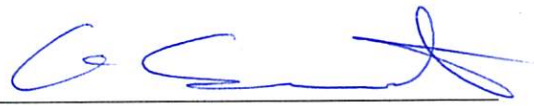
LANA LOUGHEED
Public Service Commissioner

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Witness

ORIGINAL SIGNED BY



GUY SMITH
President, Alberta Union of Provincial
Employees