

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**COVENANT HEALTH**  
**-and-**  
**ALBERTA UNION OF PROVINCIAL EMPLOYEES**  
**(Auxiliary Nursing)**

**RE: SUSPENSION OF COLLECTIVE BARGAINING AND EXTENSION OF  
EMPLOYMENT SECURITY PROVISIONS**

In response to the circumstances related to COVID-19 and the associated pandemic planning, the Parties agree as follows:

1. Ongoing collective bargaining between Alberta Union of Provincial Employees (AUPE) and Covenant Health, Auxiliary Nursing Collective Agreement (expiring March 31, 2020) will be suspended up to and including September 1, 2020.
2. The Letter of Understanding # 15 (expiring March 30, 2020) of the Auxiliary Nursing Collective Agreement ("LOU #15") will be amended to have an expiry date of September 1, 2020.
3. Notwithstanding the positions of the Parties regarding the scope of application of LOU #15, and without prejudice to any ongoing dispute or litigation between the Parties regarding LOU #15, the Parties agree that between March 31, 2020 and September 1, 2020 exclusively, the terms of the LOU #15 will be applied as a result of any organizational change, including but not limited to Operational Best Practice (OBP).

**ON BEHALF OF THE EMPLOYER**

  
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**DATE**

May 27, 2020

**ON BEHALF OF THE UNION**

  
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**DATE**

May 27, 2020