

COLLECTIVE AGREEMENT

BETWEEN

CapitalCare

AND THE

Alberta Union of Provincial Employees

**Grandview, Kipnes Centre,
Strathcona Campus & Lynnwood Campus**

General Support Services

JULY 1, 2017 TO June 30, 2020

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PREFACE

This Collective Agreement applies to:

All Employees at CapitalCare Lynnwood Campus when employed in general support services;
and

All employees at CapitalCare Grandview, Kipnes Centre for Veterans, CapitalCare Strathcona Campus when employed in general support services except office personnel.

COLLECTIVE AGREEMENT made this 14th day of May A.D., 2019.

BETWEEN

CAPITAL CARE GROUP INC.

(hereinafter referred to as "CapitalCare" and/or the "Employer")

– and –

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

(hereinafter referred to as the "Union")

PREAMBLE

Agreeing that the primary purpose of the Employer and its Employees is to provide the community of residents, patients, and clients with person centered care that is efficient and competent, it is therefore the intent of the Parties to:

- (a) ensure the provisions of the best possible service and care;
- (b) protect the interests of residents, patients, clients, participants, Employees and the community;
- (c) maintain harmonious relations between the Employer and the Union;
- (d) recognize the mutual value of joint discussions and negotiations in all matters of mutual concern to the Parties.
- (e) exercise their rights in a manner which is professional, fair and reasonable in the circumstances, and in accordance with the Collective Agreement.

NOW THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

ARTICLE 1
TERM OF COLLECTIVE AGREEMENT

- 1.01 Except where otherwise stated in this Collective Agreement, including appendices hereto, unless altered by mutual consent of both Parties hereto, shall be in force and effect from and after the date upon which the Alberta Union of Provincial Employees and CapitalCare exchange notice of ratification of this Collective Agreement up to and including June 30, 2020 and from year to year thereafter unless amended or terminated. Notification of desire to amend or terminate may be given in writing by either Party during the period between sixty (60) and one hundred and twenty (120) days prior to its expiration date.
- 1.02 When either Party serves notice of desire to amend the Collective Agreement under Clause 1.01 above, the negotiating committees shall exchange any proposed amendments at commencement of negotiations.
- 1.03 This Collective Agreement shall continue in force and effect until a new Collective Agreement has been executed.
- 1.04 An Employee whose employment terminated prior to the signing of this Collective Agreement is eligible to receive retroactively any increase to the basic rate of pay, which the Employee would have received but for the termination of employment, upon submission of a written application to the Employer during the period between the expiry date of the preceding Collective Agreement and sixty (60) calendar days after the ratification of this Collective Agreement.
- 1.05 Any notice required to be given under this Article shall be deemed to have been sufficiently served if personally delivered or mailed in a prepaid registered envelope, or by receipted courier, addressed
- (a) In the case of the Employer to:
- Chief Operating Officer
CapitalCare Group Inc.
6th Floor, 10909 Jasper Avenue
Edmonton, Alberta
T5J 3M9
- (b) In the case of the Union to:
- The President
The Alberta Union of Provincial Employees
10451 – 170 Street
Edmonton, Alberta
T5P 4S7

ARTICLE 2
DEFINITIONS

- 2.01 "Basic Rate of Pay" means the applicable step in the pay range of the Employee's classification as set out in the Salaries Appendix.

- 2.02 "Centre(s)" refer(s) to the individual site(s) operated by CapitalCare as identified in the Preface of this Collective Agreement.
- 2.03 "Employee" means a person covered by this Collective Agreement and employed by the Employer. The employment status of each Employee will be determined in accordance with the following:
- (a) "Regular Employee" means an Employee who works on a full-time or part-time basis:
 - (i) "Full-time Employee" means an Employee who is regularly scheduled to work the hours specified in Article 16: Hours of Work.
 - (ii) "Part-time Employee" means an Employee who works regularly scheduled shifts pursuant to the Clauses of Article 16 that apply to Part-time Employees, provided however that such hours worked in any fourteen (14) calendar day period shall be less than those established for full-time employment. A Part-time Employee will work a minimum of three (3) hours per shift.

Except as specifically stated otherwise, the provisions of this Collective Agreement shall apply to Part-time Employees.
 - (b) "Casual Employee" means an Employee who works on a call in basis and is not regularly scheduled. However, a Casual Employee may be regularly scheduled for a period of three (3) months or less for a specific job, or may relieve for absences of three (3) months or less.
 - (c) "Temporary Employee" means an Employee who is hired for a period of twelve (12) months or less for a specific job. When a Temporary Employee is hired, the Employer shall advise the Union in writing of the Temporary Employee's name, classification, department and nature of the temporary assignment. The term of employment of such Temporary Employee may be extended only by mutual agreement in writing, between the Employer and the Union. A Temporary Employee may work either full-time or part-time hours.
- 2.04 "Employer" means and includes such officers as may from time to time be appointed, or designated, to carry out administrative duties in respect of the operation and management of the Centre(s).
- 2.05 "FTE" means full-time equivalent.
- 2.06 "Pyramiding" means the payment of two (2) or more premiums under different provisions of the Collective Agreement for the same hours worked.
- 2.07 "Shift" means a daily tour of duty exclusive of overtime hours. The first shift of the day shall be that shift in which the majority of hours fall between midnight and 0800 hours. For the purpose of applying the terms of this Collective Agreement, time worked shall be deemed to have been worked on the day on which the majority of hours of the shift fall.

- 2.08 The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular shall be deemed to include the plural, and vice versa.

ARTICLE 3
CHANGES IN COLLECTIVE AGREEMENT

- 3.01 Any changes deemed necessary in this Collective Agreement may be made in writing by mutual agreement between the Parties at any time during the existence of this Collective Agreement and shall form part of this Collective Agreement.

ARTICLE 4
UNION RECOGNITION

- 4.01 The Employer recognizes the Union as the sole bargaining agent for the Employees covered by this Collective Agreement as described in the Certificate(s) of the Labour Relations Board issued pursuant to the Labour Relations Code.
- 4.02 No Employee shall be required or permitted to make any written or verbal agreement which may be in conflict with the terms of this Collective Agreement.
- 4.03 Each Party will designate a person or persons and all correspondence between the Parties arising out of this Collective Agreement or incidental thereto shall pass to and from such designated persons.
- 4.04 Persons whose jobs are not in the bargaining unit shall not work on a job which is included in the bargaining unit, except for purposes of instruction, in an emergency, or when regular Employees are not available, and provided that the act of performing the aforementioned work does not reduce the hours of work or pay of any regular Employee. For the purpose of this Clause, "persons" shall mean all other Employees of the Employer who are not included in the bargaining unit.
- 4.05 The Employer recognizes that the Local and/or Chapter of the Union may have the assistance of an AUPE Representative during communications with the Employer and in exercising its rights as outlined in this Collective Agreement.

ARTICLE 5
UNION MEMBERSHIP AND DUES DEDUCTION

- 5.01 Membership in the Union shall be voluntary on the part of each Employee. All Employees covered by this Collective Agreement who are members of the Union at the time of signing of this Collective Agreement, or who, in the future, decide to become members of the Union, shall, as a condition of employment, maintain their membership in the Union during the life of this Collective Agreement.

5.02 The Employer shall deduct from the wages of Employees covered by this Collective Agreement an amount equal to the monthly Union dues in a manner which is in keeping with the payroll system in effect in CapitalCare. In all instances such deductions shall be forwarded to the Secretary-Treasurer of the Union not later than the fifteenth (15th) day of the following month in which the dues were deducted.

The remittance shall be accompanied by a listing of the names of Employees from whom deductions were made and subject to the Employer's payroll system being able to do so, the list will also include:

- (a) date of hire;
- (b) mailing address;
- (c) phone number;
- (d) classification;
- (e) work location (Centre/ Department);
- (f) employment designation;
- (g) hourly rate of pay;
- (h) amount of dues deducted for each employee;
- (i) gross earnings;
- (j) employees on Long Term Disability (where applicable); and
- (k) Employee number.

Such list shall include newly hired Employees.

- 5.03
- (a) A representative of the Union shall have the right to make a presentation of up to forty-five (45) minutes at the orientation of new Employees with respect to the structure of the Local, as well as the rights, responsibilities and benefits under the Collective Agreement; provided, however, that attendance at the presentation shall not be compulsory, provided further, that a representative of the Employer may be present at such presentation.
 - (b) In the event that an orientation is postponed or a representative of the Union is unavailable for an orientation, a representative of the Union shall have the right to make a presentation of up to forty-five (45) minutes at the work site at a time mutually agreeable to both Parties.

5.04 An Employee shall be permitted to wear a lapel pin displaying the Union name and/or logo. It is not the intention of Employees or the Union for Employees to wear anything objectionable to the Employer.

ARTICLE 6
MANAGEMENT RIGHTS

- 6.01 Management retains all rights not specifically limited by this Collective Agreement.
- 6.02 Without limiting the generality of the foregoing, the AUPE acknowledges that it shall be the exclusive right of the Employer to operate and manage its business, including the right to:
- (a) maintain order, discipline, efficiency and to make, alter, and enforce, from time to time, rules, policies and regulations to be observed by an Employee, which are not in conflict with any provision of this Collective Agreement;
 - (b) direct the workforce and to create new classifications and work units and to determine the number of Employees, if any, needed from time to time in any work unit or classification and to determine whether or not a position, work unit, or classification will be continued or declared redundant;
 - (c) hire, promote, transfer, layoff and recall Employees;
 - (d) demote, discipline, suspend or discharge for just cause.

ARTICLE 7
RESPECTFUL WORKPLACE - NO DISCRIMINATION / NO HARASSMENT

- 7.01 The Employer, Union and Employees are committed to supporting an abuse and harassment free work environment that promotes a culture of trust, dignity and respect.
- 7.02 There shall be no discrimination, restriction or coercion exercised or practiced in respect of any Employee by either Party by reason of age, race, colour, ancestry, political or religious belief, gender, gender identity, gender expression, sexual orientation, marital status, place of origin, source of income, family status, physical or mental disability nor by reason of membership or non-membership or activity in the Union nor in respect of an Employee's or Employer's exercising any right conferred under this Collective Agreement or any law of Canada or Alberta.
- 7.03 Clause 7.02 shall not apply with respect to a refusal, limitation, specification or preference based on a bona fide occupational requirement or the operation of a bona fide pension or terms and conditions of a bona fide group insurance plan.
- 7.04 The Employer shall maintain current policies to ensure the workplace is free from harassment, abuse and discrimination. Should the Employer change, modify or remove the policy, the Union will be notified forthwith.
- 7.05 Harassment includes but is not limited to bullying, sexual harassment and workplace violence.

Harassment and/ or bullying is defined as any improper conduct that is known or ought reasonable to have known would be unwelcome, when such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. Harassment can be verbal, written, physical, deliberate, unintended or unsolicited.

- 7.06 An Employee who has a complaint of discrimination or harassment has a responsibility to document the incident and advise the offender that their actions are unwanted and improper. If the Employee is uncomfortable or feels intimidated about confronting the offender, the Employee shall contact their immediate supervisor, the Department Head, Human Resources or Union Representative for assistance.
- 7.07 When an incident of workplace harassment, discrimination or bullying is alleged, it shall be investigated in accordance with the Employer policy in an objective, timely and sensitive manner. The Employer will endeavor to conclude all such investigations within ninety (90) days.
- 7.08 The Manager, in consultation with the Human Resources representative, shall ensure that the complainant and respondent are informed in writing of the outcome of the harassment or discrimination investigation.
- 7.09 If the investigation determines that discrimination, harassment or bullying has occurred, the Employer may impose disciplinary action, up to and including termination of employment.
- 7.10 The Employer will not tolerate any form of retaliation against an Employee who, in good faith, made a complaint of discrimination, harassment or bullying. If an Employee acts in bad faith in making a complaint, disciplinary action up to and including termination of employment may be imposed by the Employer against such Employee.

ARTICLE 8

OCCUPATIONAL HEALTH, SAFETY AND WELLNESS

- 8.01 The Occupational Health, Safety and Wellness Committee shall be composed of representatives of the Employer and representatives of the Union and may include representatives of other Employee groups. The Committee shall schedule meetings in accordance with its terms of reference. Should there be an issue requiring immediate attention of the Committee, the Chairperson or Vice-Chairperson shall call a special meeting of this Committee.
- 8.02 An Employee shall be paid their basic rate of pay for attendance at these committee meetings. The operation of this clause shall not constitute a violation of other terms of this Collective Agreement.
- 8.03 The Occupational Health, Safety and Wellness Committee shall consider such matters as occupational health and safety and may make recommendations to the Employer in that regard. The Committee will function in accordance with the regulations published pursuant to the *Occupational Health and Safety Act* or such other procedural rules as may be mutually agreed.

- 8.04 The Occupational Health, Safety and Wellness Committee shall also consider measures necessary to ensure the security of each Employee on the Employer's premises and may make recommendations to the Employer in that regard. Should the recommendations not be implemented or adequate steps taken towards implementation within forty-five (45) calendar days from the date the recommendation is made, the Union Representative may direct that the item be referred to the Site Director forthwith. A written reply will be given within fourteen (14) calendar days of the presentation by the Committee.
- 8.05 Where the Employer requires the Employee to receive specific immunization and titre, as a result of or related to the Employee's work, it shall be provided at no cost.

ARTICLE 9

JOB CLASSIFICATIONS

- 9.01 CapitalCare shall provide job descriptions for all classifications listed in the Salaries Appendix to the Union when a new classification is created or an existing job description is updated.
- 9.02 The purpose of the job description is to provide a guideline for the determination of each Employee's classification and shall not be considered as an amendment to the established certificates or as a complete definition of any classification.
- 9.03 **New Classifications**
- (a) In the event that the Employer creates a new classification which is within the scope of the bargaining unit in accordance with Article 4: Union Recognition and which is not listed as a classification in the "Salaries Appendix" the following will occur:
 - (i) The Employer shall provide classification criteria for the new classification to the Union.
 - (ii) The Employer shall establish the basic rate of pay for the new classification and shall notify the Union of such rate.
 - (iii) In the event that the basic rate of pay for the new classification established by the Employer is not acceptable to the Union, the Union shall, within thirty (30) calendar days from the date they received notification of the basic rate of pay for the new classification, notify the Employer that they wish to meet to negotiate the basic rate of pay for the new classification established by the Employer.
 - (iv) If a satisfactory conclusion to such negotiations is not reached within sixty (60) calendar days from the date that the Union received the basic rate of pay for the new classification established by the Employer, the Union shall have an additional fourteen (14) calendar days to refer, in writing, the matter of basic rate of pay for the new classification established by the Employer to Arbitration in accordance with Clause 11.05: Arbitration.

- (v) The time limits outlined in this Clause may be extended by mutual consent in writing between the Union and the Employer.
- (vi) In the event that the Union does not comply with the time limits established in this Clause, the basic rate of pay established by the Employer for the new classification shall prevail.

9.04 **Bargaining Unit Changes**

Where a position is placed within the Bargaining Unit by a decision of the Labour Relations Board, or by agreement by the parties, the rates of pay and other terms and conditions applicable shall be subject to negotiation between the parties. Where mutual agreement is not obtained concerning the rates of pay and other terms and conditions, this matter shall be referred to arbitration as provided in the Collective Agreement. An Arbitration Board in such case shall have the power to establish a rate of pay and other terms and conditions for the position in question.

9.05 **Change to Existing Classifications**

In the event that the Employer changes the classification criteria of a classification listed in the "Salaries Appendix" the following will occur:

- (a) The Employer shall provide the changed classification criteria to the Union.
- (b) If changes to the classification criteria have the effect of significantly altering the core functions of an existing classification, the Union may, within thirty (30) calendar days from the date they received notification of the change, notify the Employer that they wish to negotiate the basic rate of pay of that classification.
- (c) If the Union is notified of the change to the classification criteria within the four (4) month period prior to the expiration date of the Collective Agreement, such negotiation and resolution of the basic rate of pay shall occur during the negotiation of the next Collective Agreement between the Parties.
- (d) If the Union is notified of the change to the classification criteria before the four (4) month period prior to the expiration date of the Collective Agreement, the following provisions shall apply:
 - (i) The Employer and the Union shall meet to negotiate the basic rate of pay for the classification for which the classification criteria have been changed;
 - (ii) If a satisfactory conclusion to such negotiations is not reached within sixty (60) calendar days from the date that the Union received notification of the changed classification criteria, the Union shall have an additional fourteen (14) calendar days to refer, in writing, the matter of the basic rate of pay for the classification for which the classification criteria have been changed, to Arbitration in accordance with Clause 11.05: Arbitration.

- (iii) The time limits outlined in this Clause may be extended by mutual consent in writing between the Union and the Employer.
- (iv) In the event that the Union does not comply with the time limits established in this Clause, the basic rate of pay established by the Employer for the classification for which the classification criteria have been changed shall prevail.

9.06 **Change in Job Content**

In the event that the primary functions of a position within the bargaining unit are changed, the Employer shall determine the appropriate classification for such position, subject to an appeal by the incumbent regular Employee in accordance with Article 11: Grievance Procedure, commencing at Step 2.

9.07 **Classification Adjustment**

In the event that the Employer changes the classification allocation of the work being performed by a regular Employee, to a classification with a lower basic rate of pay, such Employee, while employed in such position, shall continue to receive their previous basic rate of pay until the basic rate of pay for the lower paid classification is equal to or greater than their previous basic rate of pay, at which time the Employee will then receive the basic rate of pay for the classification to which the position is allocated.

9.08 An Arbitration Board established in accordance with this Article shall have the authority to deal with the establishment and effective date of a basic rate of pay for a matter that has been referred to the Arbitration Board.

ARTICLE 10
BULLETIN BOARD SPACE

10.01 The Employer shall provide bulletin boards to be placed in reasonably accessible locations upon which designated space shall be provided where the Union shall have the right to post notice of meetings and such other notices as may be of interest to Employees. The Employer reserves the right to request that posted material damaging to the Employer be removed. Bulletin board space is to be provided within sixty (60) days of opening a new facility or unit off site from the main Centre.

ARTICLE 11
GRIEVANCE PROCEDURE

11.01 **Grievance Definitions**

- (a) A grievance shall be defined as any difference arising out of an interpretation, application, administration or alleged violation of this Collective Agreement.

- (b) An individual grievance is a dispute affecting one (1) Employee. Such grievance shall be initiated at Step 1 of the grievance procedure as outlined in this Article, except in cases of suspension or dismissal which will commence at Step 3.
- (c) A group grievance is a dispute affecting two (2) or more Employees. Such grievance shall be initiated at Step 2 of the grievance procedure as outlined in this Article. A group grievance shall list all Employees affected by the grievance and the results of such grievance shall apply, proportionately if applicable, to all Employees listed on the original grievance.
- (d) A policy grievance is a dispute involving the question of general application or interpretation of the Collective Agreement which affects more than one (1) Employee. Such grievance shall be initiated by the Union, in writing, to the Director of Human Resources at Step 3 of the grievance procedure, within ten (10) days of the date the Union became aware of, or reasonably should have become aware of, the event leading to the grievance.

If the policy grievance is an Employer grievance, it shall be directed to the President of the Union and the President shall render a decision, in writing, within ten (10) days of receipt. Upon receipt of a response or a failure to reply, the Employer may advance the grievance to Arbitration.

11.02

Authorized Representatives

- (a) An Employee may be assisted and represented by the Union Representative or a Union Steward when presenting a grievance.
- (b) The Employer agrees that the Union Representative or Union Stewards shall not be hindered, coerced or interfered with in any way with the performance of their functions while investigating disputes as provided for in this Article. However, no Union Steward shall leave their work during working hours except to perform their duties as provided in this Collective Agreement. Therefore, no Union Steward shall leave their work without obtaining the permission of their supervisor, which shall not be unreasonably withheld.
- (c) Union Stewards shall suffer no loss in pay for time spent on the Employer's premises in performing their duties as Union Stewards.

11.03

The Grievance Procedure

Step 1

In order to encourage resolution of grievances, the Parties agree to provide disclosure of information relevant to the grievance as soon as reasonably possible. This information includes that which either Party intends to rely on to support their position.

- (a) An Employee who believes that they have a problem arising out of the interpretation, application or alleged violation of this Collective Agreement shall first discuss the matter with their immediate supervisor within ten (10) days of the date the Employee first became aware of, or reasonably should have become aware of, the occurrence. "Immediate Supervisor" means that person from whom an Employee normally receives their work assignments. A sincere attempt shall be made by both Parties through discussion to resolve the problem at this level. The immediate supervisor shall advise the Employee of their decision within ten (10) days of the date the matter was first discussed.
- (b) In the event an Employee alleges that they have been dismissed or suspended without just cause, the Employee may commence their grievance at Step 3, within ten (10) days of the occurrence.

Step 2

If the grievance is not resolved under Step 1 above, the grievance shall, within ten (10) days of the decision of the immediate supervisor, be forwarded in writing by the Union and the Employee concerned, to the Employee's Department Head or designate, specifying the nature of the grievance and the redress sought. The Department Head or designate shall hold a hearing within ten (10) days of receipt of the grievance. The Department Head or designate shall render a decision in writing to the Union within ten (10) days of the date of the hearing.

Step 3

If the grievance is not resolved under Step 2 above, the Union shall, within ten (10) days of receipt of the written decision of the Department Head or designate, submit the grievance in writing to the Site Director of the Centre, or designate. The Site Director or designate shall hold a hearing within ten (10) days of receipt of the grievance and shall render a written decision to the Union within ten (10) days of the date of the hearing. If the grievance is not settled at this stage, either Party may choose to proceed to Mediation or Arbitration.

11.04

Mediation

By mutual agreement of the Union and the Employer, the grievance may proceed to mediation. If the grievance proceeds to mediation, one jointly selected mediator shall meet with the Parties and within ten (10) days of the request shall:

- (a) investigate the dispute;
- (b) define the issue(s) in dispute; and
- (c) make written recommendations to resolve the dispute.

During the proceedings, the Parties shall fully disclose all materials and information relating to the issue(s) in dispute and, as such, are privileged.

The fees and expenses of the mediator shall be shared equally by the Parties to the dispute.

If the grievance is not settled at this stage, either Party may choose to proceed to Arbitration.

11.05

Arbitration

- (a) (i) Either Party wishing to submit a grievance to Arbitration shall, within ten (10) days of the receipt of the decision at Step 3 of the grievance procedure, notify the other Party in writing of its intention to do so and shall inform them of their nominee to the Arbitration Board.
- (ii) The Party receiving the notice shall, within ten (10) days of receipt of such notice, notify the other Party of their nominee to the Arbitration Board. The two (2) appointees so named, shall within ten (10) days, appoint a third person who shall be the Chairperson of the Arbitration Board.
- (iii) By mutual agreement, the Parties may choose to use a single arbitrator (chairperson).
- (b) If the two (2) members fail to appoint a third person within the time limits, the Minister of Labour shall appoint a third member who shall be Chairperson of the Arbitration Board.
- (c) The Arbitration Board shall hear and determine the difference and shall issue an award in writing, and the decision is final and binding upon the Parties and upon the Employee(s) affected by it. The decision of the majority of the Board is the award of the Arbitration Board. When there is no majority decision, the decision of the Chairperson shall be the decision of the Board.
- (d) Each Party to the difference shall be responsible for the expense of its respective appointee to the Arbitration Board, and the two (2) Parties shall share equally the expenses of the Chairperson.
- (e) The Arbitration Board by its decision shall not alter, amend or change the provisions of this Collective Agreement.

11.06

Throughout this Article, the reference to "days" shall not include Saturdays, Sundays, or Named Holidays.

11.07

Should the Employee or the Union fail to comply with any time limit in the grievance procedure, the grievance will be considered conceded and shall be abandoned. Should the Employer fail to comply with any time limits in the grievance procedure, the grievance shall automatically move to the next step on the day following the expiry of the particular time limit, unless the Parties have mutually agreed, in writing, to extend the time limits.

ARTICLE 12
EMPLOYEE-MANAGEMENT ADVISORY COMMITTEE

- 12.01 An Employee-Management Advisory Committee (EMAC) shall be established. The desired functions of the EMAC are to examine and make recommendations regarding the concerns of Employees relative to resident care and other matters related to employment, not covered within the Collective Agreement.
- 12.02 The Union shall provide the names of up to four (4) elected Employees and the Employer shall provide the names of up to four (4) appointed representatives to sit on the EMAC. When a regular delegate(s) is unable to attend, the respective Party shall appoint an alternate representative(s) to attend the scheduled meeting.
- 12.03 The EMAC will function in accordance with the Terms of Reference for each site and will meet quarterly.
- 12.04 EMAC representatives shall be paid at their basic rate of pay for attendance at EMAC meetings.

ARTICLE 13
PROBATION PERIOD

- 13.01 (a) A newly hired Employee shall serve one probation period of five hundred and three point seven five (503.75) hours worked for each period of continuous employment not interrupted by termination or dismissal.
- (b) In the case of Part-time and Temporary Employees who, upon completion of nine (9) calendar months' employment, have not completed five hundred and three point seven five (503.75) hours worked, their probation period shall be deemed to have been completed.
- (c) The probation period for an Employee may be extended for a period of up to an additional five hundred and three point seven five (503.75) hours worked. In no event will an Employee's total probation period exceed one thousand and seven point five (1007.5) hours worked, or twelve (12) months, whichever is shorter.
- (d) For the purposes of 13.01 "hours worked" means all the hours an Employee actually works at their basic rate of pay and for all hours actually worked that would generate overtime.
- 13.02 The Employer shall provide a paid orientation period for all new Employees.
- 13.03 The Employer shall provide a performance appraisal of each Employee at least once during their probationary period at approximately the mid-point of the probationary period.
- 13.04 If an Employee is determined by the Employer to be unsatisfactory, they may be dismissed at any time during the probation period without notice.

- 13.05 Such dismissal of employment may be subject to the grievance procedure except that the grievance shall not be the subject of Arbitration. A decision at Step 3 of the grievance procedure shall be final and binding on the Parties and all interested persons.
- 13.06 The parties recognize the desirability of a performance appraisal system designed to effectively utilize and develop the Employees of the Centre. Recognizing the distinction between performance appraisal and discipline, the purpose of the performance appraisal is to constructively review the Employee's performance during the review period.

ARTICLE 14 **SALARIES**

- 14.01 The basic rates of pay for each classification shall be expressed in hourly terms in the Salaries Appendix which is attached to and forms a part of this Collective Agreement, and shall be effective from and after the dates specified.
- 14.02 Employees shall advance to the next higher basic rate of pay as set out in the Salaries Appendix following completion of one thousand eight hundred and twenty (1820) hours worked with the Employer and thereafter a further increment, if applicable, upon completion of each period of one thousand seven hundred and fifty (1750) hours worked to the maximum increment. For the purposes of this Sub-Clause, "hours worked" means all the hours an Employee actually works at their basic rate of pay and for all hours actually worked that would generate overtime.
- 14.03
- (a) When a regular Employee achieves a position in a classification with the same end rate as their present classification, such Employee shall move to the pay step which has a rate which is equal to their present basic rate of pay, or if there is no such pay step, they shall move to the pay step that has a basic rate of pay that is next higher to their present basic rate of pay.
 - (b) When a regular Employee achieves a position in a classification with an end rate that is greater than the end rate of their present classification, the Employee shall be placed at the pay step in the higher classification that provides for an increase above their current rate of pay during the trial period in accordance with Article 34: Appointments, Promotions, Transfers and Vacancies. Upon successful completion of the trial period the Employee shall advance to the same pay step in the higher classification that they were at in the position held prior to the transfer. The Employee will then move to the next pay step in the higher pay range as soon as they complete the number of hours required in accordance with Clause 14.02 (inclusive of those hours worked in their former classification).

- (c) When a regular Employee achieves a position in a classification with an end rate that is less than their present classification, the Employee shall be assigned to the pay step in the lower pay range that causes the least amount of reduction in their present basic rate of pay.
- 14.04
- (a) When the Employer designates a regular Employee to substitute in a position in a classification with a greater end rate and such assignment is for at least two (2) hours in any one (1) shift, the Employee shall be paid in accordance with Clause 14.03 for the full period of time they are substituting in the higher paid classification. For the purpose of this Sub-Clause, payment(s) of this premium shall be calculated based on current basic rates of pay identified in the Salaries Appendix.
 - (b) When the Employer designates a regular Employee to temporarily substitute in a position in a classification with a lesser end rate, the Employee shall continue to receive their previous basic rate of pay for the full period of time they are substituting in the lower paid classification.
 - (c) When a regular Employee agrees to substitute in another position outside of this Collective Agreement, for a period of two (2) hours or more, the regular Employee will receive, in addition to their basic rate of pay, a premium of one dollar and twenty five cents (\$1.25) per hour.
- 14.05
- The Employer may designate an Employee to assume the temporary responsibilities of Lead Hand. Employees so designated shall receive, in addition to their regular earnings, a premium of seventy-five (75) cents per hour worked for the duration of their temporary appointment. In addition to their normal duties, a Lead Hand shall be responsible for coordinating the efforts of other Employees assigned to work with them to ensure the work is completed satisfactorily.
- 14.06
- Should the Employer issue an Employee an overpayment of wages and/or entitlements, then the Employer may make the necessary monetary or entitlement adjustments and take such internal administrative action as is necessary to correct such errors. The Employer shall notify the Employee in writing that an overpayment has been made and discuss repayment options. By mutual agreement between the Employer and the Employee, repayment arrangements shall be made. In the event mutual agreement cannot be reached, the Employer shall recover the overpayment by deducting up to ten per cent (10%) of the Employee's gross earnings per pay period.
- 14.07
- An Employee shall have experience satisfactory to the Employer, proof of which must be supplied to the Employer within two (2) months of the Employee's date of hire or the Employee must indicate in writing to the Employer within two (2) months of the Employee's date of hire that they are in the process of obtaining proof that the Employer requires. Provided not more than three (3) years have elapsed since the experience was obtained, their starting salary shall be adjusted by applying the following formula:

- (a) advance starting rate to the second (2nd) step in the salary scale if more than two thousand and twenty-two point seven five (2,022.75) hours worked; or
- (b) advance starting rate to the third (3rd) step in the salary scale if more than four thousand and forty-five point five zero (4,045.50) hours worked; or
- (c) advance starting rate to the fourth (4th) step in the salary scale if more than six thousand and sixty-eight point two five (6,068.25) hours worked; or
- (d) advance starting rate to the fifth (5th) step in the salary scale if more than eight thousand and ninety-one (8,091) hours worked.

14.08 The following outlines the rate of pay for regular part-time Employees who accept additional hours:

- (a) Regular Part-time and casual Employees working additional hours in a different classification within their own department will be paid at the same step that they are currently at in the new classification.
Example: If a Food Services Aide at Step 2 of the Food Services Aide scale, works additional hours as a Food Service Attendant, the Employee will be paid at Step 2 of the Food Services Attendant scale.
- (b) Regular Part-time and casual Employees working additional hours in a different classification outside of their own department will be paid in accordance with Clause 14.03.

ARTICLE 15 **PAYDAYS**

15.01 Paydays will be established in CapitalCare but in no event will Employees be paid less frequently than twice monthly. Where possible, Employees will be paid on the day prior to payday.

15.02 All Employees must be enrolled on Direct Deposit as a condition of employment.

ARTICLE 16 **HOURS OF WORK**

Full-time Employees

Regular hours of work for regular Full-time Employees, exclusive of meal periods, shall be:

- (a) seven point seven five (7.75) work hours per day; and
- (b) thirty-eight point seven five (38.75) work hours per week averaged over one (1) complete cycle of the shift schedule.

16.02 **Part-time Employees**

Regular hours of work for regular Part-time Employees, exclusive of meal periods, shall be:

- (a) up to seven point seven five (7.75) hours in any one (1) day;
- (b) less than thirty-eight point seven five (38.75) work hours per week averaged over one (1) complete cycle of the shift schedule;
- (c) scheduled in a manner where the ratio of workdays to non-work days does not exceed 5:2 averaged over one (1) complete cycle of the shift schedule.

16.03 **Weekend**

A weekend is defined as Saturday and Sunday assuring a minimum of fifty-six (56) hours off duty.

16.04 **Rest and Meal Breaks**

- (a) Regular hours of work shall be deemed to include, as scheduled by the Employer, either:
 - (i) two (2) rest periods of fifteen (15) minutes during each full working shift of seven point seven five (7.75) hours, or
 - (ii) one (1) rest period of thirty (30) minutes during each full working shift of seven point seven five (7.75) hours, if this is more compatible with scheduling of work assignments,the alternative to be applied shall be at the discretion of the Employer.
- (b) Regular hours of work shall include, as scheduled by the Employer, one (1) rest period of fifteen (15) minutes during each period of three point seven five (3.75) hours of work.
- (c) Regular hours of work shall exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day on which the Employee works in excess of five (5) consecutive hours of work.
- (d) Rest periods will not be scheduled in conjunction with meal periods, starting times, quitting times, or taken together except by mutual agreement of the Employee and the Employer.
- (e) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires an Employee to be readily available for duty during their meal period, they shall be so advised in advance and be paid for that meal period at their basic rate of pay.
- (f) If an Employee is recalled to duty during their meal period or rest period they shall be given a full meal period or rest period later in their shift or, where that is not possible, be paid for the meal period or rest period as follows:
 - (i) for a rest period, at two times (2X) their basic rate of pay; or

- (ii) for a meal period for which the Employee is entitled to be paid in accordance with Sub-Clause 16.04 (e), at two times (2X) their basic rate of pay; or
- (iii) for a meal period for which the Employee is not otherwise entitled to be paid, at two times (2X) their basic rate of pay.

16.05

Shift Schedules

(a) Provisions

- (i) Employees shall be aware that, in the course of their regular duties, they may be required to work on various shifts throughout the twenty-four (24) hour period of the day and the seven (7) days of the week.
- (ii) The first shift of the working day shall be the one wherein the majority of hours worked fall between twenty-four hundred (2400) hours and zero eight hundred (0800) hours.

- (b) Except in cases of emergency or by mutual agreement, in writing, between a regular Employee and the Employer, shift schedules for regular Employees shall be one of the following:

Option 1

- (i) at least fifteen point five (15.5) hours off duty between scheduled shifts;
- (ii) not more than six (6) consecutive days of work without receiving their days off;
- (iii) days of rest on two (2) weekends in a six (6) week period;
- (iv) no split shifts;
- (v) days off to be consecutive; and
- (vi) not more than two (2) different shift starting times between scheduled days off.

Option 2

- (i) at least fifteen point five (15.5) hours off duty between scheduled shifts;
- (ii) not more than six (6) consecutive days of work without receiving their days off;
- (iii) days of rest on two (2) weekends in a five (5) week period;
- (iv) no split shifts;
- (v) split days off; and
- (vi) not more than two (2) different shift starting times between scheduled days off.

Option 3

- (i) at least fifteen point five (15.5) hours off duty between scheduled shifts;
 - (ii) not more than seven (7) consecutive days of work without receiving their days off;
 - (iii) days of rest on two (2) weekends in a four (4) week period;
 - (iv) no split shifts;
 - (v) days off to be consecutive; and
 - (vi) not more than two (2) different shift starting times between scheduled days off.
- (c) Optional scheduling provisions may be mutually agreed to in writing between the Employer and the Union.
- (d) Posting of Master Rotations
- Master rotations shall be posted twelve (12) weeks in advance or such shorter period as is mutually agreed between the Employer and the Worksite Chair.
- (e) Schedule Changes
- (i) Except when application of this Article is waived by mutual agreement between the Employee and the Employer, where an Employee's scheduled work days are changed without seven (7) calendar days' notice, the Employee shall be paid at two times (2X) their basic rate of pay for all hours worked on the first shift of the changed schedule.
 - (ii) Except when application of this Article is waived by mutual agreement between the Employee and the Employer, where an Employee's scheduled days off are changed without seven (7) calendar days' notice, the Employee shall be paid at two times (2X) their basic rate of pay for all hours worked on what would otherwise have been their first scheduled day off.
 - (iii) Except when application of this Article is waived by mutual agreement between the Employee and the Employer, if, in the course of a posted schedule, the Employer changes the start time of an Employee's scheduled shift, but not their scheduled days off, they shall be paid at the rate of two times (2X) their basic rate of pay for all hours worked during the first shift of the changed schedule, unless seven (7) calendar days' notice of such change has been given.
- (f) Trading Shifts
- Employees may trade shifts among themselves provided that:

- (i) the trade is agreed to between the affected Employees, in writing, on a Shift Trade Request Form prior to the traded shifts being worked; and
- (ii) prior approval of such trade is granted by the Employee's immediate supervisor on the Shift Trade Request Form.

Traded shifts shall be recorded on the shift schedule. Traded shifts shall not be deemed a violation of the provisions of this Collective Agreement.

(g) Shift Patterns

- (i) The Employer, in scheduling shifts, shall take into consideration an Employee's request for certain shift schedules, subject to the requirements of Clause 16.05.
- (ii) The shift patterns which may be available are:
 - (a) days, evenings, nights (rotation);
 - (b) days only;
 - (c) evenings only;
 - (d) nights only;
 - (e) evenings and days (rotation);
 - (f) nights and evenings (rotation);
 - (g) nights and days (rotation);
 - (h) weekends only.
- (iii) The Employer shall have the right to assign periods of day duty to Employees working evenings or nights, for the purpose of maintaining proficiency, totaling not more than one hundred and ninety-three point seven five (193.75) regular hours worked in a calendar year. This may be extended by up to a further one hundred and ninety three point seven five (193.75) regular hours worked by mutual agreement between the Employer and the Union.
- (iv) Employees working shift patterns (a), (e) and (g) in Sub-Clause 16.05 (g) (ii), shall be assigned a day duty at least point three three (.33) of the time during the shift cycle. For the purpose of applying the foregoing, an Employee will be deemed to have been assigned day duty for those periods of time absent on vacation or on or for a Named Holiday that would have, except for such absence, been day duty to which the Employee would have been assigned in accordance with the shift schedule. Scheduled days of rest shall not be considered as day duty for the purpose of applying this provision.

Additional Hours

- (a) Regular part-time Employees who wish to be considered for additional hours of work to meet temporary operational requirements shall submit completed Employee Availability Forms on a monthly basis to the Employer, indicating their availability to work casual shifts. Such additional hours of work shall be distributed as equally as possible among the available regular part-time Employees who have requested additional hours of work. Such additional hours shall be paid in accordance with Clause 14.03 for the position being replaced.
- (b) The basic rate of pay will prevail for additional hours of work assigned to a regular part-time Employee beyond their scheduled hours provided:
 - (i) the Employee volunteers or agrees to accept additional hours at their basic rate of pay;
 - (ii) the hours worked do not exceed seven point seven five (7.75) hours per day;
 - (iii) the part-time Employee does not work in excess of specified consecutive days in their applicable shift schedule option pursuant to Sub-Clause 16.05 (b) without days off; and
 - (iv) the part-time Employee does not work in excess of the ratio of five (5) workdays to two (2) non-workdays over one (1) complete cycle of the shift schedule.
- (c) Overtime rates, in accordance with Article 17: Overtime, will apply to:
 - (i) those hours worked in excess of seven point seven five (7.75) hours in a day; or
 - (ii) work performed by the Employee in excess of the specified consecutive days in their applicable shift schedule option; or
 - (iii) work performed by the Employee in excess of the work ratio referred to in Sub-Clause 16.06 (b).
- (d) When a regular part-time Employee accepts additional hours as per the preceding conditions, their schedule shall not be considered to have been changed and therefore Sub-Clause 16.05 (e) does not apply.
- (e) Where the Employer requires a part-time Employee to work without them having volunteered or agreed to do so, they shall be paid the applicable overtime rate provided in Article 17: Overtime.

Reporting Pay

In the event a regular Employee reports for work as assigned and is directed by the Employer to leave, they shall be compensated for the inconvenience by payment equivalent to three (3) hours' pay at their basic rate of pay in addition to any pay received for work performed.

16.08 **Daylight Saving Time**

On the date fixed by proclamation, in accordance with the *Daylight Saving Time Act*, of the conversion to Mountain Standard Time, regular hours of work shall be extended to include the resultant additional hour with additional payment due therefore at the applicable overtime rate. On the date fixed by said *Act* for the resumption of Daylight Saving Time, the resultant reduction of one (1) hour in the shift involved shall be effected with the appropriate deduction in regular earnings.

16.09 **Camp Allowance**

For each twenty-four (24) hour period spent in a camp setting, a thirty dollar (\$30) camp allowance shall be paid to participating Employees. In the event that an Employee is incapacitated as a result of an accident sustained in the discharge of their duties while participating in this program, it is understood that the provisions of Article 28: Workers' Compensation shall apply.

ARTICLE 17
OVERTIME

17.01 The Employer shall determine when overtime is necessary and for what period of time it is required.

The overtime rate of two times (2X) the applicable basic rate of pay shall be paid for all authorized overtime worked in excess of and in conjunction with seven point seven five (7.75) hours per day.

17.02 Failure to provide at least fifteen point five (15.5) hours rest between scheduled shifts shall result in payment of overtime at established rates for any hours worked during normal rest periods unless the Employer and the Union have mutually agreed to optional scheduling provisions that provide for less than fifteen point five (15.5) hours rest between scheduled shifts.

17.03 Employees shall not be required to layoff during their regular scheduled shifts to equalize any overtime worked previously.

17.04 In the event an Employee works a double shift, the Employee shall be provided with access to a meal and snacks or reimbursed up to twenty dollars (\$20.00) during the second (2nd) shift. A receipt will be required for reimbursement.

17.05 Overtime shall be shared as equally as possible amongst regular Employees who perform the work involved.

17.06 Full-time Employees required to work by the Employer on their scheduled days off shall be paid two times (2X) the applicable basic rate of pay for hours worked on each such day.

17.07 Where a Full-time Employee works overtime beyond their scheduled shift on a Named Holiday in accordance with Article 26, Named Holiday pay as outlined in Article 26.05(b) and (c) shall not apply. For overtime hours worked beyond their scheduled shift, pay for overtime hours worked on a Named Holiday shall be as follows:

- (a) Two point five times (2.5x) the applicable basic rate of pay for all overtime hours worked on the Named Holiday
 - (b) Three times (3x) the applicable basic rate of pay for all overtime hours worked on the August Civic Holiday and on Christmas Day.
- 17.08
 - (a) Part-time and Casual Employees required to work on a Named Holiday shall be paid at one point five times (1.5x) their basic rate of pay for work performed up to seven point seven five (7.75) hours. Two point five times (2.5x) their basic rate of pay shall be paid for work in excess of seven point seven five (7.75) hours on such day.
 - (b) Part-time and Casual Employees required by the Employer to work on Christmas Day or August Civic Holiday shall be paid for work performed up to seven point seven five (7.75) hours at two times (2x) their basic rate of pay. Overtime worked on Christmas Day or the August Civic Holiday shall be paid at the rate of three times (3x) the Employee's basic rate of pay.
- 17.09 If mutually agreed between the Employee and the Employer, equivalent time off in lieu of pay may be granted. Time off in lieu of overtime shall be the equivalent of the actual time worked adjusted by the applicable overtime rate. Time off not taken by the last day of March in any given year shall be paid out.

ARTICLE 18

ON-CALL

- 18.01 On-call duty shall mean any period during which a regular Employee is not working but during which the Employee is required by the Employer to be readily available to respond without undue delay to any request to report for work.
- 18.02 For each assigned hour of authorized On-call duty, a regular Employee shall be paid:
 - (a) on regularly scheduled days of work, the sum of three dollars and thirty cents (\$3.30) per hour; and
 - (b) on scheduled days off and Named Holidays, the sum of four dollars and fifty cents (\$4.50) per hour. A Named Holiday or scheduled day off shall run from zero zero zero one (0001) hours on the Named Holiday or scheduled day off to twenty-four hundred (2400) hours of the same day.
- 18.03 Where mutually agreed between the Employer and the Employee, the Employee may receive time off in lieu of On-call premiums. The time equivalent shall be calculated by dividing the total dollar amount of the above noted payment by the regular Employee's basic rate of pay at the time that the time off is taken.
- 18.04 When an Employee is supplied a pocket pager and/or cellular phone by the Employer for the purpose of On-call duty, there shall be no cost to the Employee for the use of the pocket pager and/or cellular phone.

ARTICLE 19
CALL-BACK

19.01 A regular Employee who is called back to work during the On-call period shall not be paid for those hours worked during the On-call period in accordance with Article 18: On-Call, but shall be paid for the hours worked during the On-call period in accordance with the call-back provisions of this article.

19.02 **Full-Time Employees**

A regular Full-time Employee who is called back and required to return to work outside of their regular hours shall be paid for any one (1) call at either:

- (a) the overtime rate as specified in Clause 17.01; or
- (b) four (4) hours at the basic rate of pay, whichever is greater.

19.03 **Part-Time Employees**

A regular Part-time Employee who has completed a shift and is called back and required to return to work outside the part-time Employee's regular hours shall be paid for any one (1) call at either:

- (a) the overtime rate as specified in Clause 17.01; or
- (b) four (4) hours at the basic rate of pay, whichever is greater.

19.04 Where an employee works more than six (6) hours on a call back pursuant to this Article, and there is not a minimum of six (6) hours off duty in the twelve (12) hours preceding the next shift, at the Employee's request, the Employee shall be entitled to eight (8) consecutive hours of rest before commencing their next shift, without loss of regular earnings.

ARTICLE 20
PYRAMIDING

20.01 Except where expressly authorized in this Collective Agreement, there shall be no pyramiding of premiums.

20.02 Where two (2) or more applicable premiums are expressed as multiples of the basic rate of pay, the Employee will be paid only one (1) such premium, that being the highest of the applicable premiums.

ARTICLE 21
SHIFT DIFFERENTIAL

21.01 (a) **Evening Shift Differential**

A shift differential of two dollars and seventy five cents (\$2.75) per hour shall be paid to all Employees working a shift where the majority of such shift falls within the period of fifteen hundred (1500) hours to twenty three hundred (2300) hours.

(b) **Night Shift Differential**

A shift differential of five dollars and zero cents (\$5.00) per hour shall be paid to all Employees working a shift where the majority of such shift falls within the period of twenty three hundred (2300) hours to zero seven hundred (0700) hours.

21.02 The specified differential shall be paid in addition to the overtime rate for overtime worked in conjunction with a regular shift of seven point seven five (7.75) hours provided at least four (4) hours of the overtime worked occurs between eighteen hundred (1800) hours and zero seven hundred (0700) hours.

21.03 All premiums paid under this Article shall not be considered as part of the Employee's basic rate of pay.

ARTICLE 22
WEEKEND PREMIUM

22.01 A weekend premium of three dollars and twenty-five cents (\$3.25) per hour shall be paid, in addition to shift premium, if applicable, to all Employees working a shift wherein the majority of such shift falls during a sixty-four (64) hour period commencing at fifteen hundred (1500) hours on a Friday.

22.02 Weekend premiums will apply for all overtime hours worked, in accordance with Clause 22.01, in conjunction with a regular shift of seven point seven five (7.75) hours, provided at least four (4) hours of the overtime worked occurs during a forty-eight (48) hour period commencing at twenty three hundred (2300) hours on a Friday.

22.03 All premiums payable under this Article shall not be considered as part of the Employee's basic rate of pay.

ARTICLE 23
PRECEPTOR PAY FOR UNIT CLERKS

23.01 An Employee assigned by the Employer to act as a Preceptor for students in a post-secondary Unit Clerk education or training program shall receive an additional sixty-five cents (\$0.65) per hour. The Employer will give consideration to those employees who express interest in participation in this Program.

23.02 "Preceptor" shall mean an Employee who is assigned to supervise, educate and evaluate students in a post-secondary Unit Clerk education or training program as referred to in Clause 23.01 above.

ARTICLE 24
TRANSPORTATION ALLOWANCE

- 24.01 A regular Employee who normally travels from the Centre to their place of residence by means of public transportation following the completion of their duty shift but who is prevented from doing so by being required to remain on duty longer than their regular shift and past the time when normal public transportation is available, shall be reimbursed for the cost of reasonable, necessary and substantiated transportation expense from the Centre to their place of residence.
- 24.02 A regular Employee who is called back to the Centre shall be reimbursed for reasonable, necessary and substantiated transportation expenses and, if the regular Employee travels for such purpose by private automobile, reimbursement shall be in accordance with the Employer's established rate per kilometer from the regular Employee's residence to the Centre and return. Such allowance will not be paid when a regular Part-time Employee is reporting for additional hours of work pursuant to Article 16: Hours of Work.

ARTICLE 25
ANNUAL VACATION

25.01 **Definition**

For the purpose of this Article:

- (a) "Vacation" means annual vacation with pay.
- (b) "Vacation year" means the twelve (12) month period commencing on the first (1st) day of April in each calendar year and concluding on the thirty-first (31st) day of March of the following calendar year.
- (c) "Employment year" means the twelve (12) month period commencing on the date on which an Employee commenced employment with the Employer.
- (d) "Service area" means an individual functional area at a specific worksite (e.g. Housekeeping at Lynnwood or Housekeeping at Laurier House).

25.02 **Time of Vacation**

- (a) Regular Employees shall be granted the vacation period preferred by them at such time as may be mutually agreed upon by the Employer and the regular Employee. The granting of vacation time is subject to the approval of the Employer based upon operational requirements. The Employer shall be reasonable when considering all vacation requests.
- (b) The Employer shall post the vacation schedule planner by January 1st of each year. Where a regular Employee submits their vacation preference on a Vacation/Named Holiday Request Form by March 15th of that year, the Employer shall provide written approval or disapproval of that vacation request by April 30th of the same year.

- (c) Where a regular Employee submits their vacation preference after March 15th, the Employee shall have waived their right to choose their vacation preference based on their seniority and their vacation preference will be dealt with on a first come, first serve basis. In this event, the regular Employee shall submit their Vacation/Named Holiday Request Form at least fourteen (14) days in advance of their requested vacation and the Employer shall provide written approval or disapproval within seven (7) days of receipt of the request. In extenuating circumstances, the Employer shall consider vacation requests with less than fourteen (14) days' advance notice of an Employee's requested vacation.
- (d) Preference as to choice of vacation dates shall be determined by seniority in the Regular Employee's particular service area and classification, or as may be mutually agreed upon between the Employer and the Union. For the purpose of this Sub-Clause, a regular Employee's seniority in a service area and classification shall continue to accrue during layoff and authorized leave(s) of absence.
- (e) A regular Employee shall be entitled to an unbroken period of vacation equal to their entire vacation entitlement unless otherwise mutually agreed between the Employer and the regular Employee.
- (f) A regular Employee who chooses to take their vacation in broken periods shall be allowed to exercise their preference as to choice of vacation dates for only one (1) vacation period which falls in whole or in part during the period June 1 to August 31 inclusive, except where such vacation periods are not requested by other regular Employees.

- 25.03 No regular full-time Employee may continue to work and draw vacation pay in lieu of taking their vacation.
- 25.04 There shall be no carryover of vacation from one (1) vacation year to the next, nor shall vacation from one (1) vacation year be taken consecutively with vacation in the ensuing vacation year, except with the approval of the Employer.
- 25.05 Should a regular Employee demonstrate to the satisfaction of the Employer that they were admitted to a hospital as an "in-patient" during the course of their vacation, the Employee shall be considered to be on sick leave for the period of the stay in hospital, and subsequent period of recovery, subject to the provisions of Article 27: Sick Leave. Vacation time not taken as a result of such stay in hospital shall be taken at a mutually agreeable later date.
- 25.06 An Employee leaving the service of the Employer at any time before they have exhausted the vacation credit to which they are entitled, shall receive a proportionate payment of salary in lieu of such earned vacation.

Vacation Entitlement**(a) Full-time Employees**

During each year of continuous service in the employ of the Employer, regular full-time Employees shall earn entitlement to a vacation with pay to be taken in the next following vacation year and the rate at which such entitlement is earned shall be governed by the position held by the Employee and the total length of such service as follows:

- (i) during the first (1st) and second (2nd) employment years an Employee earns a vacation of fifteen (15) working days; or
- (ii) during the third (3rd) to ninth (9th) employment years an Employee earns a vacation of twenty (20) working days; or
- (iii) during the tenth (10th) to nineteenth (19th) employment years an Employee earns a vacation of twenty-five (25) working days; or
- (iv) during the twentieth (20th) and subsequent employment years an Employee earns a vacation of thirty (30) working days.

(b) Part-time Employees

During each year of continuous service in the employ of the Employer, regular part-time Employees shall earn entitlement to vacation time off to be taken in the next following vacation year and such entitlement is governed by the total length of such service as outlined below. Vacation time off commences on the first (1st) regularly scheduled work day away on vacation leave and ends on the first (1st) regularly scheduled work day back from vacation leave. A regular part-time Employee shall receive vacation pay in accordance with Clause 25.08:

- (i) during the first (1st) and second (2nd) employment years an Employee earns a vacation time of twenty-one (21) calendar days; or
- (ii) during the third (3rd) to ninth (9th) employment years an Employee earns a vacation time of twenty-eight (28) calendar days; or
- (iii) during the tenth (10th) to nineteenth (19th) employment years an Employee earns a vacation time of thirty-five (35) calendar days; or
- (iv) during the twentieth (20th) and subsequent employment years an Employee earns a vacation time of forty-two (42) calendar days.

(c) Supplementary Vacation for Regular Full-Time Employees

- (i) Upon having reached twenty-five (25) years of continuous employment, an Employee shall earn a one-time additional five (5) working days of supplementary vacation with pay.

- (ii) Upon reaching the employment anniversary of thirty (30) years of continuous service, Employees shall have earned an additional one-time five (5) work days of supplementary vacation with pay.
- (iii) Upon reaching the employment anniversary of thirty-five (35) years of continuous service, Employees shall have earned an additional one-time five (5) work days of supplementary vacation with pay.
- (iv) Upon reaching the employment anniversary of forty (40) years of continuous service, Employees shall have earned an additional one-time five (5) work days of supplementary vacation with pay.
- (v) Upon reaching the employment anniversary of forty-five (45) years of continuous service, Employees shall have earned an additional one-time five (5) work days of supplementary vacation with pay.

Subject to Article 25.02, the supplementary vacation may be taken at the Employee's option at any time subsequent to the current supplementary vacation employment anniversary date but prior to the next supplementary vacation employment anniversary date.

- (d) A regular Part-time Employee who takes one (1) day of vacation will have one (1) calendar day of vacation taken from their vacation time. A regular Employee who takes two (2) or more days of vacation will be administered in accordance with Sub-Clause 25.07(b).
- (e) Cessation of Vacation Accrual

There shall be no accrual of vacation entitlements during:

- (i) layoff; or
- (ii) a leave of absence without pay which is in excess of thirty (30) calendar days; or
- (iii) an absence while in receipt of disability insurance or Workers' Compensation benefits which is in excess of thirty (30) calendar days.

25.08

- (a) Vacation pay to be paid to a regular part-time Employee shall be in accordance with the following formula: the hours worked as a regular Employee during the preceding employment year, multiplied by the basic rate of pay in effect on the date vacation leave commences, multiplied by the applicable rate of:
 - (i) six percent (6%) during the first (1st) and second (2nd) continuous employment years; or
 - (ii) eight percent (8%) during the third (3rd) to ninth (9th) continuous employment years; or
 - (iii) ten percent (10%) during the tenth (10th) to nineteenth (19th) continuous employment years; or

- (iv) twelve percent (12%) during the twentieth (20th) and subsequent continuous employment years.
- (b) Supplementary Vacation for Regular Part-Time Employees
 - (i) Upon having reached the employment anniversary of twenty five (25) years of continuous service, a regular part-time Employee shall have earned an additional supplementary vacation of seven (7) calendar days to be scheduled in accordance with Article 25.02.
 - (ii) Upon having reached the employment anniversary of thirty (30) years of continuous service, a regular part-time Employee shall have earned an additional supplementary vacation of seven (7) calendar days to be scheduled in accordance with Article 25.02.
 - (iii) Upon having reached the employment anniversary of thirty five (35) years of continuous service, a regular part-time Employee shall have earned an additional supplementary vacation of seven (7) calendar days to be scheduled in accordance with Article 25.02.
 - (iv) Upon having reached the employment anniversary of forty (40) years of continuous service, a regular part-time Employee shall have earned an additional supplementary vacation of seven (7) calendar days to be scheduled in accordance with Article 25.02.
 - (v) Upon having reached the employment anniversary of forty five (45) years of continuous service, a regular part-time Employee shall have earned an additional supplementary vacation of seven (7) calendar days to be scheduled in accordance with Article 25.02.

The vacation pay for each period of the supplemental vacation will be based upon the following formula:

the hours worked as a regular employee during the preceding employment year, multiplied by 2% equals the number of hours of paid supplementary vacation time.

Subject to Article 25.02, the supplementary vacation may be taken at the Employee's option at any time subsequent to the current supplementary vacation employment anniversary date but prior to the next supplementary vacation employment anniversary date.

- 25.09 Subject to the mutual agreement in writing between the Employer and the Employee, and only upon the Employee's request, a regular Part-time Employee who is entitled to take greater than twenty-one (21) calendar days of vacation time in a vacation year may be permitted to waive a portion of their vacation time entitlement which exceeds twenty-one (21) calendar days. In no circumstances, however, shall the Employer permit such Employee to take less than twenty-one (21) calendar days of vacation time.
- 25.10 Only those hours of work paid at the basic rate of pay and on a Named Holiday will be recognized for the purposes of determining vacation pay.

- 25.11 An Employee shall have the right to utilize vacation credits as they are earned, provided such utilization does not exceed the total credits earned by an Employee at the time of taking vacation.

ARTICLE 26
NAMED HOLIDAYS

- 26.01 Any reference to Named Holidays in this Agreement applies to the following days:

New Year's Day	Labour Day
Alberta Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
August Civic Holiday	

and all general holidays proclaimed to be a statutory holiday by any of the following levels of Governmental authority:

- (a) the Municipal Government in which the Centres are located; or
 - (b) the Province of Alberta; or
 - (c) the Government of Canada.
- 26.02 No payment shall be due for any Named Holiday which occurs during:
- (a) a layoff; or
 - (b) all forms of leave during which a regular Employee is not paid; or
 - (c) an absence while in receipt of disability insurance or Workers' Compensation Benefits.

26.03 **Full-time Employees**

Each regular full-time Employee will be granted one (1) additional day off with pay between April 1st and March 31st at a time mutually agreed upon between the Employer and the Employee. An Employee is only entitled to such holiday if they are in the full-time employ of the Employer on April 1st of the year in which the holiday is to be provided. Where mutually agreed between the Employer and the regular full-time Employee, the regular full-time Employee may receive such holiday at a time outside the above time frame. If this additional day off with pay has not been taken by the last day of March in any given year, it shall be paid out.

- 26.04 A full-time Employee shall be entitled to a day off with pay on or for a Named Holiday provided they:
- (a) work their scheduled shift immediately prior to and immediately following the Named Holiday except where the Employee is absent due to illness or other reasons acceptable to the Employer; and
 - (b) works on the Named Holiday when scheduled or required to do so.

- 26.05 (a) Subject to Article 17: Overtime, a full-time Employee who works on a Named Holiday shall be paid for all regularly scheduled hours worked on the Named Holiday at one point five times (1.5X) the basic rate of pay, plus:
- (i) an alternate day off at a mutually agreed time; or
 - (ii) failing mutual agreement within thirty (30) calendar days following the Named Holiday, the Employee shall receive payment for such day at their basic rate of pay.
- (b) A full time employee required by the Employer to work on Christmas Day shall be paid for all regularly scheduled hours worked on Christmas Day at two times (2X) the basic rate of pay, plus:
- (i) an alternate day off at a mutually agreed time; or
 - (ii) failing mutual agreement within thirty (30) calendar days following the Named Holiday, the Employee shall receive payment for such day at their basic rate of pay.
- (c) A full time employee required by the Employer to work on the August Civic Holiday shall be paid for all regularly scheduled hours worked on the August Civic Holiday at two times (2X) the basic rate of pay, plus:
- (i) an alternate day off at a mutually agreed time; or
 - (ii) failing mutual agreement within thirty (30) calendar days following the Named Holiday, the Employee shall receive payment for such day at their basic rate of pay.
- 26.06 Subject to Clause 26.04, when a Named Holiday falls on a full-time Employee's regularly scheduled day off, or during a full-time Employee's annual vacation, the Employee shall receive:
- (a) an alternate day off at a mutually agreed time; or
 - (b) failing mutual agreement within thirty (30) calendar days following the Named Holiday of the option to be applied, the Employee shall receive payment for such day at their basic rate of pay.
- 26.07 By mutual agreement, an Employee may combine their days off in lieu of Named Holidays provided they are taken within six (6) months of earning the Named Holidays.
- 26.08 When a Named Holiday falls on a Saturday or Sunday, the Employer may designate the Friday prior or the Monday after the Named Holiday as the day off in lieu of the Named Holiday. If such designated day off is a full-time Employee's regularly scheduled day off, such Employee shall then be entitled to the provisions of Clause 26.06.
- 26.09 (a) **Part-time Employees**
- (i) A Part-time Employee who works on a Named Holiday shall be paid at the rate of one point five times (1.5X) their basic rate of pay for all hours worked;

- (ii) Part-time Employees shall be paid five percent (5%) of their earnings paid at the basic rate of pay and of their vacation pay, in lieu of Named Holidays.
- (b) A Part-time Employee who works on Christmas Day shall be paid at the rate of two times (2X) their basic rate of pay for all hours worked.
- (c) A Part-time Employee who works on the August Civic Holiday shall be paid at the rate of two times (2X) their basic rate of pay for all hours worked.

ARTICLE 27 SICK LEAVE

- 27.01 Sick Leave is a form of insurance against illness, quarantine by a Medical Officer of Health, or because of an accident for which compensation is not payable under the *Workers' Compensation Act*.
- 27.02 The Employer recognizes that alcoholism, drug addiction and mental illness are illnesses which can respond to therapy and treatment, and that absences from work due to such therapy shall be considered sick leave.
- 27.03 After a regular Employee has completed their probation period they shall be allowed a credit for sick leave from the date of employment provided however, that a regular Employee shall not be entitled to apply sick leave credits prior to the completion of their probation period.
- 27.04 Sick leave credits shall accrue as follows:
- (a) Full-time Employees

Sick leave credits for a Full-time Employee shall be earned and computed at the rate of one point five (1.5) working days for each full month of employment up to a maximum credit of one hundred and twenty (120) working days which is equivalent to twenty-four (24) working weeks.
 - (b) Part-time Employees
 - (i) Sick leave credits for a Regular Part-time Employee shall be earned and computed at the rate of one point five (1.5) working days for each full month of employment, up to a maximum of one hundred and twenty (120) working days prorated on the basis of the regularly scheduled hours worked by the Employee in relation to the regularly scheduled hours for a Full-time Employee.
 - (ii) When a Regular Part-time Employee accepts an assignment for additional hours of work and then reports sick for such assignment, the Employee shall not be entitled to utilize sick leave credits for such assignment.

- (c) When a regular Employee has accrued the maximum sick leave credit of one hundred and twenty (120) working days, the Employee shall no longer accrue sick leave credits until such time as their total accumulation is reduced below the maximum. At that time the Employee shall recommence accumulating sick leave credits.

27.05 Sick leave credits shall not accrue during:

- (a) any period of sick leave in excess of thirty (30) calendar days; or
- (b) a layoff; or
- (c) any leave of absence without pay which is in excess of thirty (30) calendar days; or
- (d) an absence while in receipt of disability insurance; or
- (e) an absence while in receipt of Workers' Compensation benefits which is in excess of thirty (30) calendar days.

27.06 A regular Employee granted sick leave shall be paid for the period of such leave at their basic rate of pay and the number of hours thus paid shall be deducted from their accumulated sick leave credits up to the total amount of the regular Employee's accumulated credits at the time sick leave commenced.

27.07 When an Employee requires a medical or dental appointment and is unable to schedule such time outside of their work hours, they shall have the right to utilize sick leave credits for such absence, provided such Employee notified the Employer as soon as possible in advance of the appointment and provided that they submit satisfactory proof of attendance at such appointment when required by the Employer to do so.

27.08 Employee's reporting sick shall advise the Employer by placing a telephone call to the Centre in accordance with the Centre's or Department's procedure as soon as possible and regularly thereafter as required by the Employer. The Employee shall keep the Employer advised of an expected return to work date. Employees may be required to substantiate, in the form prescribed by the Employer, any claim for sick leave in the following circumstances. Where the Employee must pay for such required substantiation of sick leave and presents an original receipt, the Employer shall reimburse the Employee to a maximum of up to thirty dollars (\$30.00).

- (a) For any incident of sick leave of five (5) days' duration or longer; and
- (b) After the fourth (4th) and subsequent incident of sick leave of any duration within twelve (12) months.

Payment of sick leave benefit shall not be effected until the required substantiation has been supplied.

- 27.09 An Employee who has exhausted their sick leave credits during the course of an illness and the illness continues, shall be deemed to be on leave of absence without pay for the duration of the illness or as provided below. The Employee shall keep the Employer advised as to when they shall be expected back to work and shall provide the Employer in the case of long-term illness with fourteen (14) days' notice of readiness to return to work if the Employee:
- (a) is capable of performing the duties of their former classification they shall be reinstated by the Employer in the same classification which they held immediately prior to their absence;
 - (b) is not capable of performing the duties of their former classification, but is capable of performing a job within the Bargaining Unit, the Employer shall make reasonable effort to place them in an available position in a classification that the Employee is capable of performing. In such a case the Union agrees to waive the posting provisions of the Collective Agreement.
- 27.10 Upon the request of an Employee, but not more frequently than twice annually, the Employer shall advise the Employee of the amount of their accumulated sick leave credits.

ARTICLE 28

WORKERS' COMPENSATION

- 28.01 Workers' Compensation Board coverage will be provided by the Employer for a regular Employee.
- 28.02 Regular Employees shall not be paid sick leave benefits when they are absent from work and drawing Workers' Compensation Benefits. An Employee absent on Workers' Compensation for a period in excess of thirty (30) calendar days shall not accumulate sick leave entitlement or vacation credits during the period of absence which exceeds thirty (30) days.
- 28.03 Clause 28.02 above shall not exclude a regular Employee from sick leave benefits for periods of absence resulting from an accident which is non-compensable under the *Workers' Compensation Act*.
- 28.04 Regular Employees shall not be entitled to a compensating day off in lieu of a Named Holiday from the Employer while receiving benefits from Workers' Compensation.
- 28.05 A regular Employee absent from work and receiving Workers' Compensation Benefits shall keep the Employer advised as to when they shall be expected back to work.

28.06

- (a) An Employee who is incapacitated and unable to work as a result of an accident sustained while on duty in the service of the Employer within the meaning of the *Workers' Compensation Act* shall continue to receive full salary at the basic rate of pay provided they assign over to the Employer on proper forms the monies due to them from the Workers' Compensation Board for time lost due to accident. A deduction of one-tenth (1/10th) day shall be charged against sick leave credits for each day an Employee is off work due to an accident within the meaning of the *Workers' Compensation Act*. Employees shall only receive full salary at the basic rate of pay to the extent that one-tenth (1/10th) day can be deducted from accumulated sick leave credits.
- (b) An Employee who is incapacitated and unable to work as a result of an accident sustained while on duty in the services of the Employer within the meaning of the *Workers' Compensation Act* shall continue to receive full net take home pay. The WCB supplement paid by the Employer (i.e. top-up) shall be calculated at the basic rate of pay for regularly scheduled hours of work less any statutory or benefit deductions for each day absent due to such disability provided that all of the following conditions exist:
 - (i) the Employee assigns over to the Employer, on proper forms, the monies due to them from the WCB for time lost due to an accident; and
 - (ii) the Employee's accumulated sick leave credits are sufficient so that an amount proportionate to the WCB supplement paid by the Employer, but in any event not less than one-tenth (1/10th) day and not greater than one-fifth (1/5th) day, can be charged against such sick leave credits for each day an Employee is off work due to accident within the meaning of the *WCB Act*. In the event that a regular Part-time Employee is utilizing accumulated sick leave credits to access the WCB supplement paid by the Employer (i.e. top-up), such sick leave credits shall be deducted based on the Employee's regularly scheduled hours of work; and
 - (iii) the Employee keeps the Employer informed regarding the status of their WCB claim and provides any medical or claim information that may be required by the Employer to determine the Employee's ability to perform the work the Employer may have available.
- (c) Subject to the provisions of Clause 14.06, the Parties recognize that the Employer may be required to reconcile payments to the Employee with subsequent assigned payments from the WCB.
- (d) (i) An Employee who is in receipt of Workers' Compensation Benefits and who is not eligible to receive the WCB Supplement pursuant to Sub-Clause 28.06 (b) shall be deemed to be on a leave of absence without pay.

- (ii) The Employer and the Employee shall continue their portion of health benefits cost share during such leave of absence in accordance with Clause 29.03.

ARTICLE 29
HEALTH BENEFITS

29.01 When the enrollment and other requirements of the insurer(s) have been met, the Employer shall take steps to contract for and implement the following group plans:

- (a) Alberta Blue Cross Extended Health Benefits Plan, or equivalent which will provide for eighty per cent (80%) direct payment provision for physician or dentist prescription medication that is eligible under the Plan and prescribed in accordance with the Plan.
- (b) Alberta Blue Cross Dental Plan, or equivalent, which provides for the reimbursement of eighty per cent (80%) of eligible Basic Services; fifty per cent (50%) of all eligible Extensive Services; and fifty per cent (50%) of eligible Orthodontic Services, in accordance with the current Alberta Blue Cross Dental Fee Guide, or equivalent. A maximum annual reimbursement of three thousand dollars (\$3,000) per insured person per benefit year shall apply to Extensive Services. Orthodontic Services shall be subject to a lifetime maximum reimbursement of three thousand dollars (\$3,000) per insured person;

Effective July 1, 2019

- (b) Alberta Blue Cross Dental Plan, or equivalent, which provides for the reimbursement of eighty per cent (80%) of eligible Basic Services; fifty per cent (50%) of all eligible Extensive Services; and fifty per cent (50%) of eligible Orthodontic Services, in accordance with the current Alberta Blue Cross usual and customary dental fees. A maximum annual reimbursement of three thousand dollars (\$3,000) per insured person per benefit year shall apply to Extensive Services. Orthodontic Services shall be subject to a lifetime maximum reimbursement of three thousand dollars (\$3,000) per insured person;
- (c) Alberta Health Care Insurance Plan;
- (d) A Benefit Plan inclusive of:
 - (i) Group Life Insurance;
 - (ii) Accidental Death and Dismemberment;

- (iii) Short-Term Disability (income replacement for a period of up to one hundred and twenty [120] working days during a qualifying disability equal to sixty-six point six seven per cent [66.67%] of basic weekly earnings [regularly scheduled weekly hours multiplied by the Employee's basic rate of pay at the date of disability determines the level of weekly benefit coverage] to the established maximum following a fourteen [14] calendar day elimination period where applicable. The Short-Term Disability shall become effective on the first [1st] working day following the expiry of sick leave credits in the case of absence due to injury or hospitalization. In the particular case of Employees who have insufficient sick leave credits to satisfy the fourteen [14] calendar day elimination period, the Short-Term Disability shall commence on the fifteenth [15th] day following the commencement of non-hospitalized sickness);
- (iv) Long Term Disability (income replacement during a qualifying disability equal to sixty-six point six seven per cent [66.67%] of basic monthly earnings [regularly scheduled annual hours multiplied by the Employee's basic rate of pay at the date of disability divided by twelve [12] determines the level of monthly benefit coverage] to the established maximum following a one hundred and twenty [120] working day elimination period).
- (e) At the Employer's option, an "EI SUB Plan" to supplement an eligible Employee's Employment Insurance to meet the Employer's obligation to provide benefit payments to an Employee during the valid health-related period for being absent from work due to pregnancy for which she has provided satisfactory medical proof.
- (f) The following items will be included in the Supplementary Health Care Plan, in accordance with the provisions of the benefit plan contract/policy.
 - (i) 100% direct bill coverage for the following Diabetic Supplies:
 - (a) blood glucose test strips,
 - (b) lancing devices;
 - (c) lancets, syringes;
 - (d) pen needles; and
 - (e) urine testing strips

Effective July 1, 2019:

 - (f) flash glucose monitoring system
 - and
 - (ii) 100% direct bill coverage (through a pharmacy) for an insulin pump supplies as follows:

- (a) infusion sets;
- (b) syringe/reservoirs; and
- (c) tubing

and

- (iii) 100% coverage for a Physician-ordered insulin pump, to a maximum of five thousand dollars (\$5,000) once every five (5) years (some pharmacies may provide direct bill coverage).

- 29.02 (a) The implementation and operation of the Benefit Plan, shall, at all times, be subject to and governed by the terms and conditions outlined in both the Benefit Plan Information Brochure and the terms and conditions of the policies or contracts entered into with the underwriters of the Plans.
- (b) The Employer shall make available to all Employees participating in these Plans, copies of information booklets of these Plans.

29.03 The Employer shall then implement these plans with the premium costs being shared seventy-five per cent (75%) by the Employer and twenty-five per cent (25%) by the regular Employee for benefits listed in this Article.

29.04 Subject to the preceding provisions, where it is anticipated that a part-time Employee will work a minimum of fifteen (15) hours per week, averaged over one (1) complete cycle of the shift schedule, the Employee shall participate in the Health Benefits Plans.

29.05 **Flexible Spending Account**

The following shall apply:

- A Flexible Spending Account (FSA) shall be implemented for all employees eligible for benefits in accordance with Article 29: Health Benefits, Clause 29.04.
- On July 1 of each year, a sum of seven hundred and fifty dollars (\$750.00), per each benefit eligible Full-time Employee shall be allocated by the Employer to a FSA for each eligible Full-time Employee. Effective July 1, 2019 this amount will be eight hundred and fifty dollars (\$850.00).
- This FSA shall be provided to benefit eligible Part-time employees on a pro-rated basis, based on their full-time equivalency as of July 1 of each calendar year.
- The FSA may be utilized by Employees for the purposes of receiving reimbursement for expenses associated with professional development including:
 - (i) tuition costs or course registration fees;
 - (ii) travel costs associated with course attendance;
 - (iii) professional journals, books or publications; and
 - (iv) computer software and following ratification, computer hardware.

- Reimbursement for the cost of professional registration or voluntary association fees related to the employee's discipline.
- Reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act* and are not covered by the benefit plans specified in Article 29 of the Collective Agreement.
- Contribution to an Employer-administered Registered Retirement Savings Plan (RRSP) and Tax Free Savings Account (TFSA).
- Wellness expenses which may include, but are not limited to, such expenditures such as fitness memberships and fitness equipment.
- Family care including day care and elder care expenses.
- By June 1st of each year, employees who are eligible for the FSA will make an allocation for the utilization of their FSA for the subsequent Spending Account year (July 1 to June 30).
- Any unused allocation in an Employee's FSA as of June 30 of each calendar year may be carried forward for a maximum of one (1) calendar year.
- Employees who are laid off after July 1st in the year in which the funds are available, shall maintain access to the fund for the balance of that Spending Account year (July 1 to June 30) while on layoff.
- Reimbursement will be provided by the Employer upon submission of an original receipt. Photocopies will not be accepted.
- Where the Employer chooses to contract with an insurer for the administration of the Flexible Spending Account, the administration of the Account shall be subject to and governed by the terms and conditions of the applicable contract.

The Flexible Spending Account shall be implemented and administered in accordance with the *Income Tax Act* and applicable Regulations in effect at the time of implementation and during the course of operation of the Flexible Spending Account.

29.06

The Employer will continue to provide the following paramedical practitioner coverage with the Alberta Blue Cross Extended Health Benefits Plan or equivalent referred to in Sub-Clause 29.01 (a):

- Reimbursement of up to thirty-five dollars (\$35) per visit, to a maximum of twenty (20) visits per year, for services from a chiropractor, physiotherapist, massage therapist, osteopath, chiropodist and/or podiatrist.

Effective July 1, 2019:

- Coverage for Certified Addictions/ Drug Counsellor to Psychologist, Master of Social Work, at eighty percent (80%) coverage to a maximum of one thousand (\$1,000) per year and
- One hundred percent (100%) coverage for a continuous positive airway pressure (CPAP) device.

- Increase coverage for Hearing Aids to a maximum of five hundred dollars (\$500.00) every twenty four (24) months;

ARTICLE 30 **PENSION PLAN**

- 30.01 (a) For eligible permanent Employees who are regularly scheduled to work a minimum of thirty (30) hours per week averaged over a complete cycle of the shift schedule, the Employer and the Employee shall contribute to the Local Authorities Pension Plan (LAPP) for retirement benefits in accordance with the regulations of the LAPP.
- (b) For eligible permanent Employees who are regularly scheduled to work a minimum of fourteen (14) hours but no more than twenty-nine point nine nine (29.99) hours per week averaged over a complete cycle of the shift schedule and who request enrolment in the LAPP in accordance with the regulations of the LAPP, the Employer and the Employee shall contribute to the LAPP.
- 30.02 The Employer shall make available to all eligible participating Employees, copies of the Local Authorities Pension Plan information booklets.

ARTICLE 31 **LEAVES OF ABSENCE**

31.01 **Applications**

Applications for leave of absence shall be submitted in writing to the Employer for approval one (1) month in advance, except that in extenuating circumstances, the time factor may be waived or reduced. A false statement in an application for leave of absence or neglect in return at the end of the leave granted may result in dismissal of employment which shall be reported to the Union. Leave of absence shall be without pay and may be granted in case of serious illness or accident to the regular Employee's immediate family or for any other reason which the Employer and regular Employee agree upon, including extended vacations, marriage, education and professional or educational meetings. Permission for leave of absence will not be unfairly withheld and where permission is denied reasons will be given.

Employees granted leave of absence for more than thirty (30) calendar days may, at the discretion of the Employer, be required to use accumulated vacation entitlement prior to commencing the unpaid portion of their leave of absence.

31.02 **Leave for Union Business**

- (a) When it is necessary for a Union member to make a request for a leave of absence to perform the duties of any office of the Union, the application for leave must be made in writing to the Employer for approval.

- (b) The Employer shall not unreasonably withhold leave of absence for Employees elected or appointed to represent the Union at Conventions, Workshops, Institutes, Seminars, Schools or to attend meetings as a member of the Union's Provincial Executive Board.
- (c) Representatives of the AUPE shall be granted time off without loss of seniority in order to participate in negotiations with the Employer.
- (d) When leave to attend Union business in accordance with Sub-Clauses 31.02 (a), (b) and (c) has been approved, it is granted with pay. The Union shall reimburse the Employer for all monies paid to the Employee while on leave, plus an amount to cover the Employee's benefits and the Employer's administrative costs. The Employer will invoice the Union on a quarterly basis and the Union shall reimburse the Employer within forty five (45) days of receipt of the Employer's invoice.
- (e) An Employee who is elected for or appointed to a full-time position with the Union shall be granted leave of absence without pay and without loss of seniority for a maximum period of two (2) years. Such leave of absence shall be renewable for a further term upon request.

31.03

Public Service

- (a) The Employer recognizes the right of a regular Employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence without pay so that a regular Employee may be a candidate in federal, provincial or municipal elections.
- (b) Regular Employees who are elected to public office shall be allowed leave of absence without pay but with no loss of seniority during their term of office.

31.04

Maternity Leave

- (a) A pregnant Employee who has completed ninety (90) days of continuous employment shall, upon their written request, providing at least fourteen (14) calendar days advance notice, be granted maternity leave to become effective at any time during the thirteen (13) weeks immediately preceding the expected date of delivery, provided that the Employee commences maternity leave no later than the date of delivery.
- (b) Maternity leave shall be without pay and benefits, except for the portion of maternity leave during which the Employee has a valid health-related reason for being absent from work and is also in receipt of sick leave, EI SUB Plan benefits, STD or LTD. Maternity leave shall not exceed sixteen (16) weeks.
- (c) A pregnant Employee whose pregnancy ends other than as a result of a live birth within sixteen (16) weeks of the estimated due date is entitled to maternity leave. If maternity leave has not already commenced in accordance with Article 31.04(a), such maternity leave shall commence on the date that the pregnancy ends. Such maternity leave shall end sixteen (16) weeks after the commencement of the leave.

31.05

Parental Leave

- (a) An Employee who has completed ninety (90) days' continuous employment shall, with at least fourteen (14) calendar days written notice, be granted leave without pay and benefits for the purpose of adopting a child or for parenting duties following the birth of a child. Parental leave can be taken by the birth mother, the other parent, adoptive parents, or both parents shared between them. Parental leave shall not exceed sixty two (62) weeks unless mutually agreed otherwise between the Employer and the Employee.
- (b) The Employee may commence parental leave:
 - (i) following the end of their sixteen (16) weeks maternity leave; or
 - (ii) up to two (2) weeks prior to the expected delivery date of the child; or
 - (iii) from any date after delivery or adoption of the child provided that the leave shall end seventy eight (78) weeks from the birth of the child or date of adoption; or
 - (iv) upon one (1) days' notice for the purposes of adoption, provided that application for such leave was made when the adoption was approved and the Employer is kept informed of the progress of the adoption proceedings.
- (c) An Employee requesting an extension of parental leave and who has unused vacation entitlement may be required to take the vacation pay as a part, or all, of the period of the extension.
- (d) Subject to Article 31.05(e), an Employee on maternity leave or parental leave shall provide the Employer with at least fourteen (14) calendar days' notice of readiness to return to work, following which the Employer will reinstate the Employee in the same or an equivalent position at not less than the same step in the pay scale and other benefits that accrue to the Employee up to the date they commenced leave.
- (e) In the event that during the period of an Employee's maternity leave or parental leave, the position from which the Employee is on such leave has been eliminated due to reduction of the working force or discontinuation of an undertaking or activity and the Employer has not increased the working force or resumed operations on the expiry of the Employee's maternity leave or parental leave Article 16 (Layoff and Recall) will be applied.

31.06

Education Leave

- (a) For the purpose of determining salary increments, an Employee who is granted leave of absence for educational purposes, subject to the conditions provided in Clause 31.01, shall be deemed to remain in the continuous service of the Employer for the first eighteen (18) months of such period of leave.

- (b) During an Employee's educational leave, they may work as a Casual Employee with the Employer without adversely affecting their reinstatement to the position from which the Employee is on leave.

31.07

Court Appearance

The Employer shall grant a leave of absence without loss of seniority to a regular Employee who: serves as a juror or witness in any court, or is required to appear before a court of law for jury selection. The Employer shall pay such a regular Employee the difference between their normal earnings and the payment they receive for services as a juror or court witness, excluding payment for traveling, meals, or other expenses. The regular Employee will present proof of service and the amount of pay received. The regular Employee will report to work on those days that the regular Employee is not required to attend court.

31.08

Special Leave

- (a) The Parties recognize that a regular Employee may be unable to report to work for their regularly scheduled shift, due to unanticipated circumstances of pressing necessity which require the Employee's personal attention and which may include illness in the Employee's immediate family. The Employer shall approve special leave in such circumstances to a maximum of four (4) separate occasions, each calendar year, without loss of pay. Each separate occasion must not total more than the regularly scheduled hours missed for that separate occasion.

A "separate occasion" is defined as the first regularly scheduled shift missed due to the circumstances described above.

An employee who requires additional time off for the circumstances described above can request one of the following: a leave of absence subject to the provisions of Article 31.01, earned vacation subject to the provisions of Article 25 (Annual Vacation), a Named Holiday or Holidays, earned but not yet taken subject to the provisions of Article 26 (Named Holidays), or accumulated overtime which has been worked but not yet taken or paid out subject to the provisions of Article 17 (Overtime).

- (b) An Employee may be required to submit satisfactory proof to the Employer demonstrating the need for Special Leave.

31.09

Compassionate Care Leave

- (a) An Employee who has qualified for Compassionate Care Benefits under Employment Insurance legislation shall be entitled to a leave of absence without pay but with benefits at the normal cost sharing for a period up to six (6) months and shall accrue vacation credits and sick leave for the first thirty (30) days of such absence.
- (b) Employees must receive approval from the Employer and may be required to submit to the Employer satisfactory proof demonstrating the need for compassionate care leave in accordance with this Clause.

(c) **Critical Illness of a Child Leave**

- (i) An Employee who has completed at least ninety (90) days employment, with a critically ill or injured child requiring care or support, shall be entitled to leave of absence without pay or benefits, for a period of thirty-six (36) weeks to care for their critically ill child.
- (ii) Critically ill child means a child, step-child, foster child or child who is under legal guardianship, and who is under eighteen (18) years of age for whom the Employee would be eligible for the parents of critically ill child leave under the Employment Standards Code (Alberta).
- (iii) At the request of the employee, critical illness of a child leave may be taken in one (1) week increments.
- (iv) Where possible, an employee shall apply for critical illness of a child leave at least two (2) weeks in advance of the commencement of the leave and shall advise the employer if they want to take the leave in weekly increments.
- (d) Employees may be required to submit to the Employer satisfactory proof demonstrating the need for terminal care leave, compassionate care leave or critical illness of a child leave.

31.10

Death or Disappearance of a Child Leave

- (a) An Employee who is the parent of a child who has disappeared and it is probable, considering the circumstances, that the child disappeared as a result of a crime, shall be entitled to a leave of absence without pay for a period of up to fifty two (52) weeks.
- (b) An Employee who is the parent of a child who has died and it is probable, considering the circumstances, that the child died as a result of a crime, shall be entitled to a leave of absence without pay for a period of up to one hundred and four (104) weeks.
- (c) An Employee is not entitled to death or disappearance of a child leave if the Employee is charged with the crime that resulted in the death or disappearance of the child.
- (d) The period during which the Employee may take death or disappearance of a child leave:
 - (i) begins on the day on which the death or disappearance occurs, and
 - (ii) ends on the earliest of:
 - the length of the leave specified in Article 33.11 (a) or (b), or
 - in the case of a child who disappears and is subsequently found alive, fourteen (14) days after the day on which the child is found, but no later than the end of the fifty-two (52) week period, or

- on the day on which the circumstances are such that it is no longer probable that the death or disappearance was the result of a crime.
- (iii) An Employee who wishes to take death or disappearance of a child leave shall provide the Employer with written notice as soon as is possible in the circumstances and, if possible, the notice shall include the estimated date of the Employee's planned return to work. The Employee shall inform the Employer as soon as possible of any change in the estimated return to work date.
 - (iv) The Employee must provide the Employer with reasonable verification of the Employee's entitlement to the leave as soon as is possible in the circumstances.

31.11 **Domestic Violence Leave**

- (a) An Employee who has completed ninety (90) days of employment and who has been subjected to domestic violence may require time off from work to address the situation and shall be entitled to leave of absence without pay for a period of up to ten (10) days in a calendar year.
 - (i) An Employee may access their sick leave bank to a maximum of the lesser of 10 days or their accumulated sick time.
- (b) Personal information concerning domestic violence will be kept confidential by the Employer.
- (c) When an Employee reports that they are experiencing domestic violence, the Employer will complete a hazard assessment and, where appropriate, may facilitate alternate work arrangements.
- (d) Employees may be required to submit satisfactory proof to the Employer demonstrating the need for domestic violence leave. Proof may be provided in the form of a copy of a court order, or documentation from a doctor, a family violence support service, a police officer, or lawyer.

31.12 **Citizenship Ceremony Leave**

An Employee who has completed ninety (90) days of employment is entitled to one half (½) day of leave without pay to attend a citizenship ceremony to receive a certificate of citizenship, as provided for under the *Citizenship Act* (Canada).

31.13 **Military Leave**

An Employee who is required by military authorities to attend training or perform military services shall be granted leave without pay.

31.14

Benefits

- (a) During non-medical leaves of absence without pay of longer than thirty (30) calendar days, subject to approval by the Insurer(s), Employees may elect to maintain coverage of contributory plans specified in Article 29: Health Benefits, provided that the Employee makes prior arrangements to pay full premium costs for the duration of the leave. Payment shall be made by the first (1st) day of each month. Failure to submit the full payment required above shall result in termination of benefits and reinstatement in any and all plans will be subject to the enrolment and other requirements of the underwriter.
- (b) When an Employee is receiving Short Term Disability or Long Term Disability benefits and waiver of premiums is in effect, they may continue participation in the Alberta Health Care (AHC) Insurance Plan, for a period not to exceed thirty (30) months from the last date they were actively at work (or as otherwise specified in contracts with providers of coverage), by paying the full premium costs to the Employer. Payment shall be made by the first (1st) day of each month. Failure by an Employee to submit the full premium costs will result in the Employer discontinuing AHC group enrolment for that Employee and reinstatement in the AHC group enrolment shall be subject to the enrollment requirements of AHC.

ARTICLE 32
BEREAVEMENT

- 32.01 Upon request, an Employee shall be granted reasonable leave of absence in the event of a death of a member of the Employee's immediate family (i.e. spouse, child, parent, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild, niece, nephew, aunt, uncle, guardian or fiancé[e]). Spouse shall include common-law and/or same sex relationship. Step-parent, step-children, step-brother and step-sister shall be considered as members of the Employee's immediate family. For the first five (5) calendar days of such leave of absence, the Employee shall suffer no loss of regular earnings. Bereavement leave may include normal days off and/or vacation but no additional payment is due therefore.
- 32.02 In the event of a death of another relative or close friend, the Employer may grant up to one (1) working day off with pay to attend the funeral services.
- 32.03 An Employee shall not be required to take previously unscheduled vacation leave in lieu of bereavement leave when the Employee is entitled to that bereavement leave.
- 32.04 Bereavement leave shall be extended by two (2) additional days if travel in excess of three hundred and twenty (320) kilometers one way from the Employee's residence is necessary for the purpose of attending the funeral. To be paid, and prior to payment, for two (2) additional days the Employee may be required to submit acceptable proof of travel, distance and attendance at the funeral.

ARTICLE 33
UNIFORMS

- 33.01 The Employer will furnish and maintain (launder, alter and repair) without charge such uniforms which the Employer requires the Employee to wear. These remain the property of the Employer and shall not be worn other than on duty. The nature, colour, and style of uniforms and the requirements of each group of Employees in respect thereto shall be determined by the Employer.
- 33.02 The Employer recognizes that it is desirable for each Employee who is required to change into a uniform to be provided a personal locker for storage of clothing and personal belongings.

ARTICLE 34
APPOINTMENTS, PROMOTIONS, TRANSFERS AND VACANCIES

- 34.01 (a) The qualifications for a new position or vacancy shall be consistent with the responsibilities specified in the job description.
- (b) When making promotions and transfers and filling vacancies within the bargaining unit, the determining factors shall be the most requisite job-related skills, training, knowledge, acceptable performance and other relevant bona fide attributes and, where these factors are considered by the Employer to be equal and satisfactory, seniority shall be the deciding factor.
- 34.02 (a) When a new position is created or when a vacancy occurs in any classification covered by this Collective Agreement, such position or vacancy shall be posted for five (5) calendar days for applications from regular Employees within the classification in the Centre where the new position or vacancy exists. The posting shall state the classification, shift schedule, and average hours per week. The Employer and the Union may mutually agree to waive the five (5) calendar day posting requirement when appropriate.
- (b) When the provisions of Sub-Clause 34.02 (a) do not result in a successful applicant, the new position or vacancy shall be posted for seven (7) calendar days as a general posting throughout the organization and Clause 34.04 shall apply.
- (c) All postings with respect to Sub-Clause 34.02(b) shall state the responsibilities and qualifications, location (Department, Centre), existing shift schedule and basic rate of pay for the position and to whom applications should be submitted.
- 34.03 Requests for transfer or applications for vacancies shall be in writing according to the procedures established in CapitalCare. Facilities will be provided to accept applications for posted positions at any time within the posting periods referred to in Sub-Clauses 34.02 (a) and 34.02 (b).

- 34.04 The following order for consideration of applicants shall apply with respect to Sub-Clause 34.02 (b):
- (a) the regular Employees who are covered by this Collective Agreement in the Centre/Campus where the vacancy exists or the new position is being created;
 - (b) next, the regular Employees who are covered by this Collective Agreement in other Centres/Campuses of the Employer;
 - (c) next, the Temporary and/or Casual Employees of the Employer who are covered by this Collective Agreement.
- 34.05 When a vacancy is posted and circumstances require the Employer to fill a vacancy before the expiration of the seven (7) calendar day posting period, or prior to the availability of a qualified applicant, the appointment shall be made on a temporary basis only. The Employer shall fill such vacant position on a permanent basis as soon as a qualified applicant becomes available.
- 34.06
- (a) A copy of all postings shall be forwarded to the designated Officer of the Union, and when the appointment has been made, the designated Officer will be notified of the appointee's name and the Department concerned within ten (10) calendar days of their appointment.
 - (b) Employees who are applicants for postings shall be informed in writing of their acceptance within seven (7) calendar days of the date of appointment.
- 34.07
- (a) A regular Employee who is the successful applicant of a posting shall be considered on a trial period in their new position for three hundred and twenty-five (325) hours worked following the date of appointment. The trial period may be extended by up to three hundred and twenty-five (325) hours worked by mutual agreement between the Employer, the Union and the Employee.
 - (b) In no event will an Employee's total trial period exceed six hundred and fifty (650) hours worked.
 - (c) During the trial period the Employee may choose to return or the Employer may direct the regular Employee to return to their former position and basic rate of pay without loss of seniority. When an Employee chooses to vacate the position prior to the expiry of the trial period or when the Employer directs the Employee to return to their prior position during the trial period, the Employer shall:
 - (i) have one (1) opportunity to fill the resultant vacancy by selecting an applicant from the original posting without reposting the vacancy pursuant to Clause 34.02. Such selection of a new successful applicant shall be in accordance with this Article; or
 - (ii) repost the position pursuant to Clause 34.02, if the resultant vacancy is not filled with an applicant from the original posting.

- 34.08 The foregoing provisions shall be waived when placement of an Employee in a job within the bargaining unit is effected to provide a period of rehabilitative work.
- 34.09 A regular Employee who applies for and is successful on a temporary posting shall maintain their status as a regular Employee. At the completion of the temporary term, the regular Employee shall return to their former position.
- 34.10 A casual Employee who applies for and is successful on a temporary posting shall receive all entitlements and benefits applicable to a temporary Employee. At the completion of their temporary term, the casual Employee shall resume the normal terms and conditions of employment applicable to a casual Employee.

ARTICLE 35
DISCIPLINE, DISMISSAL AND RESIGNATION

- 35.01 Unsatisfactory conduct and/or performance by an Employee may be grounds for discipline up to, and including, immediate dismissal.
- 35.02 Unsatisfactory conduct and/or performance by an Employee which is not considered by the Employer to be serious enough to warrant suspension or dismissal may result in a written warning to the Employee. The Employee shall sign any written notice of discipline for the sole purpose of indicating that they are aware of the disciplinary notice. A copy of the written warning shall be placed on the Employee's personnel file. Copies of all written warnings shall be forwarded to the Union within five (5) days of issuance. Where circumstances permit, an Employee may be accompanied by a representative of the Union during the disciplinary discussion.
- 35.03 Where the Employer has a significant reason to believe that an Employee may be responsible, and that their actions may lead to discipline, the Employee shall be informed by the Employer that they are being investigated and that they have the right to have a Union representative present if they so choose.
- 35.04 When an Employee has grieved a disciplinary action and the Employer has either allowed the grievance or reduced the penalty levied against the grievor, the personnel file of the Employee shall be amended to reflect this action provided this action results in the abandonment of the grievance.
- 35.05 After eighteen (18) months of continuous service from the date the disciplinary measure was invoked, it shall be deemed removed from the Employee's personnel file provided their file does not contain any further record of disciplinary action, during the eighteen (18) month period, of which the Employee is aware.

- 35.06 By appointment made at least one (1) working day in advance, an Employee may view their personnel file in the Human Resources office once each year or when the Employee has filed a grievance. An Employee may be accompanied by a Union Representative when viewing their personnel file. An Employee shall be given a copy of the contents of their personnel file upon request, not more frequently than once in a calendar year, or when the Employee has filed a grievance, provided that the Employee first pays to the Employer a reasonable fee, established by the Employer, to cover the cost of the copying. In the case of a grievance, the fee prescribed shall be waived where the Employee requests a copy of material related to the grievance.
- 35.07 An Employee absent for three (3) consecutive working days without notifying the Employer shall be considered to have abandoned their position and be terminated from employment with the Employer unless the Employee subsequently provides a reason acceptable to the Employer and where, in the opinion of the Employer, such prior notification was not possible.
- 35.08 Except for the dismissal of an Employee serving a probation period, there shall be no discipline or dismissal except for just cause. However, nothing in this Article prevents immediate suspension or dismissal for just cause.
- 35.09 Union Stewards shall suffer no loss of pay for time spent on the Employer's premises during investigations and/or disciplinary meetings.
- 35.10 **Resignation**
- Fourteen (14) calendar days' notice, in writing, shall be given by a Regular or Temporary Employee resigning from the employ of the Employer.

ARTICLE 36

SENIORITY

- 36.01 A Regular Employee's Seniority Date shall be the date on which a Regular Employee's continuous service commenced within the bargaining unit, with the Employer, including all prior periods of service as a Casual, Temporary or Regular Employee contiguous to present regular employment.
- 36.02 Seniority shall not apply during the probationary period; however, once the probationary period has been completed, seniority shall be credited from the seniority date established pursuant to Clause 36.01.
- 36.03 Seniority shall be considered in determining:
- (a) preference of vacation time in Article 25: Annual Vacation;
 - (b) layoffs and recalls, subject to the provisions specified in Article 37: Layoff and Recall;
 - (c) promotions and transfers and in filling vacancies within the bargaining unit subject to the provisions specified in Article 34: Appointments, Promotions, Transfers and Vacancies.

- (d) the selection of available rotations by Employees in a classification, and in the department affected by a new master rotation that does not change an Employee's full time equivalency (FTE).
- 36.04 Seniority shall be considered broken, all rights forfeited and there shall be no obligation to rehire when:
- (a) the employment relationship is terminated by either the Employer or the Regular Employee;
 - (b) twelve (12) months have expired following layoffs, during which time the Regular Employee has not been recalled to work;
 - (c) a Regular Employee does not return to work on recall.
- 36.05 An up-to-date seniority list shall be sent to the Union in January and July of each year and when any Regular Employee is served notice of layoff and such list shall indicate each Employee's classification.
- 36.06 The Union shall have thirty (30) calendar days in which to take issue with the seniority list, otherwise the seniority list will be deemed to be correct. Should a difference arise regarding an Employee's seniority, the Employer will provide the Union with the information necessary to establish accurate seniority.
- 36.07 In the event seniority dates are the same, any disputes arising between two Employees with the same date as they relate to layoff and recall shall be resolved by a coin toss. If the dispute involves three or more Employees with the same seniority date, then numbered cards will be used to determine order of seniority.

ARTICLE 37

LAYOFF AND RECALL PROCEDURE

- 37.01 (a) It is the exclusive right of the Employer to establish, and vary from time to time, the job classifications and the number of regular Employees, if any, to be employed in any classification, or in any workplace of the Centre(s).
- (b) For the purposes of this Article:
- (i) "pay grade" means any classification with the same maximum rate of pay;
 - (ii) "status" means either permanent full-time employment or permanent part-time employment.

37.02 **Meeting with the Union**

Prior to implementation of the provisions of this Article, the Employer will meet with the Union to inform the Union of the Employer's intentions, to determine whether the provisions of Letter of Understanding #1: Mutual Agreement to Adjust FTEs would apply and to discuss the process to be followed with respect to Employees on approved leaves of absence, Workers' Compensation, Short-Term Disability or Long-Term Disability Insurance Benefits.

37.03

Notice of Layoff

- (a) When it becomes necessary to reduce or eliminate a number of positions or to reduce the regularly scheduled hours of work of a regular Employee, or to wholly or partly discontinue an undertaking, activity or service, the Employer will notify the Employee at least twenty-eight (28) calendar days prior to the date of layoff or such shorter period of time that is agreed upon between the Union and the Employer. The twenty-eight (28) calendar days' notice shall not apply where layoff results from an act of God, fire, flood, or a work stoppage by Employees not covered by this Collective Agreement.
- (b) Where the layoff results from an act of God, fire or flood, the twenty-eight (28) calendar days' notice is not required, but up to two (2) weeks' pay in lieu thereof based on regularly scheduled hours worked during this period shall be paid to affected Employees.
- (c) The written notice of layoff will confirm to the Employee the effective date their current position will be affected, the date and time of the consultation meeting referred to in Clause 37.04, and will include a seniority list, the shift schedules, a proxy form and a selection form.

37.04

Consultation and Layoff Process

- (a) A consultation meeting will be arranged by the Employer between the Employee, an Employer representative(s) and a Union Representative(s). The consultation process will not be unreasonably delayed as a result of the unavailability of a Union Representative.
- (b) In advance of the scheduled consultation meeting, the Employee will complete their selection form by indicating their preferences for alternative positions. These preferences include:
 - (i) Vacancies, or positions occupied by less senior Employees in the same pay grade and in the same status held by the Employee and for which the Employee has the skills, training, knowledge, and ability to perform the work required.
 - (ii) If there are no full-time vacancies or positions occupied by less senior Employees available, a Full-time Employee may indicate an alternative part-time vacancy or position in the same pay grade or a full-time or part-time vacancy or position in a lower pay grade.
 - (iii) If there are no part-time vacancies or positions occupied by less senior Employees available, a Part-time Employee may indicate an alternative part-time vacancy or position in a lower pay grade.
 - (iv) Where there are no other vacancies or positions occupied by less senior Employees in the same or lower pay grade as the Employee's current position, the Employee will be laid off and placed on the recall list.

- (c) At the consultation meeting, the Employee's alternatives for placement will be reviewed. The Employer will then assess the Employee's skills, training, knowledge and ability to perform the work required and will offer a position in accordance with Sub-Clause 37.04 (b).
- (d) Where the Employee refuses an offer of an alternative position, or lacks the required skills, training, knowledge and ability to perform the work required, or seniority, to displace another Employee within their pay grade, or in a lower pay grade, the Employee shall be laid off and placed on the recall list.
- (e) An Employee who chooses not to exercise their options in accordance with Sub-Clauses 37.04 (b) (i), (ii) and (iii) shall be laid off and placed on the recall list.
- (f) Where the Employee is offered and accepts a position occupied by a less senior Employee, the less senior Employee will receive notice and the provisions of this Article shall apply.

37.05 When an Employee has been given notice of layoff and the Employee is actively seeking replacement employment, the Employer will grant the Employee reasonable time off without loss of pay for the purpose of attending an employment interview on the following conditions:

- (a) The Employee notifies the Employer at least twenty-four (24) hours prior to the interview;
- (b) There is not more than four (4) hours lost time per job interview; and
- (c) The Employee provides the Employer with written confirmation that the Employee attended the job interview.

37.06 If the Employer permanently closes a Centre and it becomes necessary to layoff regular Employees that the Parties will meet prior to the layoff occurring and negotiate a process which will include options outlined in Article 37.04 and will include additional options to allow senior Employees to displace a less senior Employee within another Centre and Bargaining Unit in the same classification and with the equivalent or lesser FTE as their current position.

37.07 **Employee Benefit Coverage During Layoff**

A regular Employee who is laid off may make arrangements prior to their date of layoff to pay the full premiums of any applicable benefit plans to assure continuation of such protection, if so desired. Such arrangement shall continue so long as the regular Employee has rights to recall and makes their full premium payments. Failure by the regular Employee to submit the full premium payments will result in the Employer discontinuing benefit coverage for that Employee.

37.08 **Recall Process**

- (a) An Employee who, due to the application of this Article:

- (i) does not hold a regular or temporary position shall be considered on "full layoff"; or
 - (ii) has suffered a reduction in regularly scheduled hours or has been placed in a classification in a lower pay grade shall be considered on "partial layoff".
- (b) All vacancies shall be posted and administered in accordance with Article 34: Appointments, Promotions, Transfers and Vacancies.
- (c) Notwithstanding the provisions of Article 34: Appointments, Promotions, Transfers and Vacancies, when a vacancy has been posted for five (5) days pursuant to Sub-Clause 34.02(a) and there are no applicants for the posted vacancy, or there are no suitable applicants, the most senior regular Employee on full or partial layoff who has the skills, training, knowledge and ability to perform the work required shall be offered the position. The method of recall shall be by telephone and, if contact with the Employee is not accomplished, by registered letter or letter delivered by courier to the Employee's last known place of residence or by personal delivery of same. When dispatched by registered letter, the letter shall be deemed delivered five (5) calendar days from the date of mailing. When dispatched by courier, the letter shall be deemed received by the Employee on the date it was delivered by courier. The Employee so notified will report for work as directed but in any event shall notify the Employer of their intent no later than seven (7) calendar days following the delivery date.
- (d) If the vacant position is not filled by an Employee on recall, the position shall be posted as a seven (7) day posting in accordance with Sub-Clause 34.02(b).
- (e) No new regular or temporary Employees will be hired into classifications where there are other Employees in that classification who possess the requisite skills, training, knowledge and ability for the available job and who are on full layoff. However, in the event the position is not filled in accordance with this Clause, casual and external applicants may be considered.

37.09 Other than for the continuation of seniority, discipline, grievance and arbitration rights, and rights and benefits arising under this Article, an Employee's rights while on full layoff shall be limited to the right to recall.

37.10 **Termination of Recall Rights while on Full Layoff**

- (a) Employment shall be deemed terminated when an Employee does not return from full layoff when notified to do so, or on the expiry of twelve (12) months from the date of full layoff, whichever first occurs.
- (b) An Employee's right to recall will expire if the Employee refuses recall to a position with the same or greater regularly scheduled hours and the same pay grade as their pre-layoff position or on the expiry of twelve (12) months from the date of full layoff, whichever first occurs.

- (c) If an Employee is a successful applicant on a competition, in accordance with this Clause and that position has the same or greater regularly scheduled hours and is in the same or higher pay grade as the position held prior to the layoff, their recall rights will be terminated.
- (d) If an Employee on full layoff accepts a position with less regularly scheduled hours than their pre-layoff position the Employee will be governed by the provisions of Clause 37.11 as it relates to recall rights.
- (e) An Employee may accept or refuse recall to a position with less regularly scheduled hours or in a lower pay grade than their pre-layoff position without affecting their right to recall.
- (f) Where an Employee on full layoff occupies a temporary position in accordance with this Article, the applicable recall period shall be suspended during their temporary position and shall recommence upon the termination of the temporary position for the balance of the applicable recall period.
- (g) Where an Employee on full layoff refuses recall to a temporary position, the Employee shall retain their rights to recall.

37.11

Termination of Recall Rights while on Partial Layoff

- (a) An Employee's right to recall will terminate if the Employee refuses recall to a position with the same or greater regularly scheduled hours and the same pay grade as their pre-layoff position or on the expiry of twelve (12) months from the date of partial layoff, whichever first occurs.
- (b) An Employee may accept or refuse recall to a position with less regularly scheduled hours or in a lower pay grade than their pre-layoff position without affecting their right to recall.
- (c) Where an Employee on partial layoff occupies a temporary position in accordance with this Article, the applicable recall period shall be suspended during their temporary position and shall recommence upon the termination of the temporary position for the balance of the applicable recall period.
- (d) Where an Employee on partial layoff refuses recall to a temporary position, the Employee shall retain their rights to recall.

37.12

Casual Shifts

- (a) Employees on full and partial layoff shall submit a completed Employee Availability Form on a regular basis to the Employer, indicating their availability to work casual shifts.
- (b) Casual shifts shall be offered to Employees who have completed their Employee Availability Forms and who have the skills, training, knowledge and ability to perform the work, in the following order:
 - (i) Regular Employees on partial layoff in order of seniority; then
 - (ii) Regular Employees on full layoff in order of seniority; then

- (iii) Regular Part-time Employees; then
- (iv) Temporary and Casual Employees.
- (c) In the event that a regular Employee on layoff accepts an offer to work as a Casual or Temporary Employee, such Employee shall be governed by the Collective Agreement provisions applicable to Casual and Temporary Employees. However, regular Employees on full or partial layoff who refuse casual shifts may do so without adversely impacting their recall rights.
- (d) This obligation to offer casual shifts shall expire on twelve (12) months from the date the Regular Employee was reduced in regularly scheduled hours of work as a result of the application of this Article, or twelve (12) months from the date the Regular Employee was on full layoff, whichever is applicable.

37.13

Sub-Contracting, Leasing or Technological Change

- (a) In the event that regular Employees will be displaced due to subcontracting, leasing or implementation of technological change, the Employer shall notify the Union at least one hundred and twenty (120) days in advance of such change and every effort will be made to absorb affected regular employees into other jobs within the bargaining unit.
- (b) Regular Employees who are affected by the implementation of Sub-Clause 37.13 (a) and end up in a lower paid position shall continue to receive their previous rate of pay for twelve (12) months, and then shall receive the basic rate of pay for the position occupied.
- (c) Regular Employees who are not absorbed into other jobs within the bargaining unit shall be subject to layoff in accordance with the layoff and recall procedures of this Article.

37.14

Operation of Layoff and Recall Article

The operation of this Article, including revision to shift schedules caused by layoff or displacement, shall not constitute a violation of the terms of this Collective Agreement.

ARTICLE 38
CASUAL AND TEMPORARY EMPLOYEES

38.01

Except as specifically provided hereinafter, the provisions of this Collective Agreement shall not apply to Casual and Temporary Employees.

38.02

Casual and Temporary Employees required to work on a Named Holiday shall be paid at one point five times (1.5X) their basic rate of pay for all hours worked on the Named Holiday.

Casual and Temporary Employees required to work on Christmas Day shall be paid at two times (2X) the basic rate of pay for all hours worked on Christmas Day.

Casual and Temporary Employees required to work on the August Civic Holiday shall be paid at two times (2X) the basic rate of pay for all hours worked on the August Civic Holiday.

38.03 Casual and Temporary Employees shall be paid five percent (5%) of their earnings at the basic rate of pay and of their vacation pay in lieu of Named Holidays.

38.04 Casual and Temporary Employees shall be paid in addition to their earnings:

- (a) six percent (6%) of their earnings at the basic rate of pay during the first (1st) and second (2nd) employment years; or
- (b) eight percent (8%) of their earnings at the basic rate of pay during the third (3rd) and subsequent employment years if applicable; in lieu of vacation.

38.05 Casual Employees shall be allowed:

- (a) twenty-one (21) calendar days off without pay for their vacation during the first (1st) and second (2nd) years of employment; or
- (b) twenty-eight (28) calendar days off without pay for their vacation during the third (3rd) and subsequent employment years, if applicable.

38.06 **Reporting Pay**

In the event a Casual or Temporary Employee reports for work as assigned and is directed by the Employer to leave, they shall be compensated for the inconvenience by payment equivalent to three (3) hours pay at their basic rate of pay in addition to any pay received for work performed.

38.07 **Benefits**

Casual Employees are not entitled to participate in the Health Benefits Plan. Temporary Employees are not entitled to participate prior to the completion of six (6) months service in a temporary position.

- 38.08
- (a) A Casual or Temporary Employee who normally travels from the Centre to their place of residence by means of public transportation following the completion of their duty shift but who is prevented from doing so by being required to remain on duty longer than their regular shift and past the time when normal public transportation is available, shall be reimbursed for the cost of reasonable, necessary and substantiated transportation expenses from the Centre to their place of residence.
 - (b) A Casual or Temporary Employee who has completed their shift and is called back and required to return to work shall be reimbursed for reasonable, necessary and substantiated transportation expenses. If the Employee travels for such purpose by private automobile, reimbursement shall be in accordance with the Employer's established rate per kilometer from the Employee's residence to the Centre and return provided the return is prior to the commencement of their next shift.

- 38.09
- (a) The Employer shall determine when overtime is necessary and for what period of time it is required:
 - (i) all authorized overtime worked in excess of and in conjunction with seven point seven five (7.75) hours per day shall be paid at the rate of two times (2X) the basic rate of pay; or
 - (ii) all overtime worked in excess of seventy-seven point five (77.5) hours in a fourteen (14) calendar day period shall be paid at two times (2X) the basic rate of pay.
 - (b) Failure to provide at least fifteen point five (15.5) hours rest between scheduled shifts shall result in payment of overtime at established rates for any hours worked during normal rest periods unless the Employer and the Union have mutually agreed to optional scheduling provisions that provide for less than fifteen point five (15.5) hours rest between scheduled shifts.
 - (c)
 - (i) On-call duty shall mean any period during which a Casual or Temporary Employee is not working but during which the Employee is required by the Employer to be readily available to respond without undue delay to any request to report to work.
 - (ii) For each assigned hour of authorized on-call duty, a Casual or Temporary Employee shall be paid the sum of three dollars and thirty cents (\$3.30) per hour except that on Named Holidays the Employee shall be paid the sum of four dollars and fifty cents (\$4.50) per hour. A Named Holiday shall run from zero zero one (0001) hours on the Named Holiday to twenty-four hundred (2400) hours of the same day.
 - (iii) A Casual or Temporary Employee who is called back to work during the on-call period shall not be paid for those hours worked during the on-call period in accordance with Sub-Clause 38.09(c)(ii), but shall be paid for the hours worked during the on-call period in accordance with the call-back provision of Clause 38.16.
 - (iv) When an Employee is supplied a pocket pager and/or cellular phone by the Employer for the purpose of On-Call Duty, there shall be no cost to the Employee for the use of the pocket pager and/or cellular phone.
 - (d) When a Casual or Temporary Employee is regularly scheduled, the Employee shall not be required to layoff during a regularly scheduled shift to equalize any overtime previously worked.
- 38.10 Casual and Temporary Employees will be entitled to time off without pay in lieu of bereavement leave pursuant to Article 32: Bereavement Leave.
- 38.11 Casual and Temporary Employees do not accumulate seniority except as provided in Article 36: Seniority.

- 38.12 Temporary Employees may be required to submit satisfactory proof to the Employer of any illness, non-occupational accident or quarantine.
- 38.13 Workers' Compensation Board coverage will be provided for Casual and Temporary Employees.
- 38.14 A Casual or Temporary Employee who has initiated a grievance shall have access to review their personnel file upon service of at least one (1) day's notice.
- 38.15 The provisions of Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14, 15, 20, 21, 22, 33, 39, Sub-Clause 34.04 (d) and Clause 36.01 shall apply to Casual and Temporary Employees.
- 38.16 **Call Back**
- (a) A Casual or Temporary Employee who is employed in a regularly scheduled full-time or part-time capacity and who is called back and required to return to work outside of their regular hours shall be paid for any one (1) call at either:
 - (i) the overtime rate as specified in Sub-Clause 38.09 (a); or
 - (ii) four (4) hours at the basic rate of pay;whichever is greater.
 - (b) Where an employee works more than six (6) hours on a call back pursuant to this Article, and there is not a minimum of six (6) hours off duty in the twelve (12) hours preceding the next shift, at the Employee's request, the Employee shall be entitled to eight (8) consecutive hours of rest before commencing their next shift, without loss of regular earnings.
- 38.17 The provisions of Article 16: Hours of Work apply to Casual and Temporary Employees employed in a regularly scheduled full-time or part-time capacity.
- 38.18 Casual and Temporary Employees shall be permitted rest and meal breaks in accordance with Clause 16.04.

ARTICLE 39

COPIES OF COLLECTIVE AGREEMENT

- 39.01 Within sixty (60) days of the signing of this Collective Agreement the Parties shall provide the Employee with a copy.
- 39.02 The Employer shall provide a copy of the Collective Agreement to each new Employee upon appointment or at orientation.
- 39.03 The Agreement shall be printed in pocket size form. Selection of the printers and printing of the Collective Agreement shall be the joint responsibility of the Employer and the Alberta Union of Provincial Employees. Costs shall be shared equally between the Employer and the AUPE.
- 39.04 The final version of the Collective Agreement shall be maintained in electronic form and both the Employer and the Union shall be provided with a copy of the final version of the Collective Agreement in electronic form.

ARTICLE 40
WORKLOAD APPEAL PROCESS

- 40.01 An Employee's workload is a matter of fluctuation that may be impacted by numerous factors including, but not limited to seasonality, surge periods, process improvements and efficiencies, staff/ resource fluctuations, shifting priorities, and increasing demands.
- 40.02 The Parties recognize the importance of discussions regarding workload. It is agreed that workload concern(s) for discussion represent ongoing, systemic, long-term issues which have continued for a minimum period of sixty (60) calendar days. This does not preclude an Employee from discussing their workload with their direct manager prior to the sixty (60) days.
- 40.03 If an Employee has concern(s) regarding their ongoing workload, the Employee may initiate a workload appeal process as follows:
- LEVEL 1
- Ongoing workload concern(s) may be filed in writing by the Employee directly to their Manager, who shall meet with the Employee to discuss and resolve the specifics of the concern(s). The Manager will meet with the Employee and respond in writing within twenty-one (21) calendar days of receipt of the workload concern(s).
- LEVEL 2
- If the Employee is not satisfied with the outcome at Level I, within seven (7) calendar days of the response at Level I, the Employee shall submit the workload concern(s) in writing to the Site Director and Human Resource Manager. The Site Director or Human Resource Manager, shall reply in writing within fourteen (14) calendar days of receipt of the workload concern(s).
- 40.04 The time limits in the Workload Appeal Process may be extended by mutual agreement of the Parties.
- 40.05 A representative of the Union may assist an Employee or group of Employees during the Workload Appeal Process
- 40.06 Dispute Resolution:
- (a) The application of the processes of this Article is subject to Article 11: Grievance Procedure.
 - (b) The final decision regarding the outcome of the Workload Appeal Process is not subject to Article 11: Grievance Procedure.

ARTICLE 41
CONTRACTING OUT

- 41.01 In the event the Employer deems it appropriate to enter into a long term agreement with a third party to contract out work normally performed by Bargaining Unit employees and if such contracting out will result in the lay-off of any employee from the bargaining unit, it will notify the Union and employees of its intent.
- 41.02
- (a) Prior to finalizing any plans to contract out bargaining unit work, the Employer will provide one hundred and twenty (120) days' written notice to the Union of its intent to contract out bargaining unit work.
 - (b) The Union will have forty-five (45) days from the date of notice to assess and provide, in writing, an alternative potential course of action for the Employer's consideration.
 - (c) The Employer will give reasonable consideration to the Union's alternative proposal if it is received within forty-five (45) days from the date of notice in accordance with Clause 41.02 (a) above.
 - (i) Should the Union's alternative proposal have merit the Employer will seek further discussion with the Union.
- 41.03 If, after the consultation process, the Employer determines the preferred course of action is to contract out Bargaining Unit work, the Employer agrees to meet with the Union upon request to discuss opportunities to mitigate the effects of contracting out on the affected employees.
- 41.04 The timelines in Clause 41.02 may be shortened or extended by mutual agreement so long as any extensions do not adversely affect the Employers Request for Proposal and the proposal evaluation processes.

ARTICLE 42
SEVERANCE

- 42.01 Severance will be offered as a result of organizational changes that result in the permanent reduction in the number of Regular Employees in the bargaining unit.
- 42.02 Severance will not be offered under the following conditions:
- (a) When an Employee voluntarily accepts layoff and recall; and/or
 - (b) When a layoff results from an act of God, fire or flood; and/or
 - (c) When an Employee has been terminated for just cause or has resigned or retired; and/or
 - (d) When an Employee's status is other than permanent Full-time employment or permanent Part-time employment.
- 42.03 The Employer will offer the following severance to eligible Regular Employees, as defined in Clause 42.04:

- (a) A Regular Full-time Employee shall be eligible for severance pay in the amount of two (2) weeks regular pay at their basic rate of pay for each full year of continuous employment to a maximum of thirty-five (35) weeks pay.
 - (b) A Regular Part-time Employee shall be eligible for severance pay in the amount of two (2) weeks regular pay at seventy-seven point five (77.5) hours for each full period of two thousand and twenty-two point seven five (2,022.75) hours worked at the basic rate of pay to a maximum of thirty-five (35) weeks pay.
 - (c) For the purposes of 42.03 (a) and (b) above, basic rate of pay means basic rate of pay exclusive of overtime payments and premium payments.
 - (d) For purposes of severance, continuous employment will be calculated from the last date of hire recognized with the Employee's current Employer and shall exclude all absences in excess of thirty (30) days.
- 42.04 A Regular Employee who has received layoff notice in accordance with Article 37 and for whom no alternate vacant position is available and they do not have the right to displace an Employee with less seniority, shall have the option to select either of:
- (a) Layoff with recall rights as specified in Article 37 of the Collective Agreement; or
 - (b) Severance in accordance with this Article.
- 42.05 A Regular Employee who accepts severance pay as described above, shall have terminated their employment, with no further rights to recall.
- 42.06 A Regular Employee who receives notice of layoff shall have fourteen (14) calendar days from the date the notice of layoff is issued to advise the Employer, in writing, that the Employee wishes to take the severance offered by the Employer. Any Employee who does not advise the Employer, in writing of the Employee's decision to accept severance shall be deemed to have selected layoff in accordance with Article 37 of this Collective Agreement.
- 42.07
- (a) Employees who select severance will not be eligible for rehire by any Employer who is a Party to a Collective Agreement containing severance provisions for the period of the severance (which for the purpose of clarity means the period of time equal to the number of weeks of severance paid to the Employee).
 - (b) The Employee may be considered for hire by an Employer referred to in (a) provided they repay the Employer from whom severance was received, the difference, if any, between the time they were unemployed and the length of time for which the severance was paid.
- 42.08 Severance pay provided under this Article shall be deemed to be inclusive of any and all legislative requirements for termination notice.

CLASSIFICATIONS		STEPS					
		1	2	3	4	5	6
Food Services	Cooks Assistant	\$17.90	\$19.69	\$20.84			
	Food Services Aide	\$16.14	\$17.99	\$19.05			
	Food Services Attendant	\$17.90	\$19.68	\$20.84			
	Food Services Cashier	\$17.78	\$19.61	\$21.39			
	Journeyman Cook I	\$21.25	\$23.09	\$24.65			
	Journeyman Cook III	\$23.49	\$25.33	\$27.33			
	Non-Journeyman Cook	\$19.56	\$21.38	\$22.71			
Housekeeping Services	Housekeeping Aide	\$16.14	\$17.99	\$19.05			
	Housekeeping Attendant	\$17.90	\$19.68	\$20.84			
	Laundry Worker	\$18.42	\$20.28	\$21.52			
	Support Services Attendant	\$17.90	\$19.68	\$20.84			
Maintenance Services	Maintenance Worker I	\$20.69	\$22.61	\$24.61			
	Maintenance Worker II	\$23.78	\$25.66	\$27.93			
	Maintenance Worker III	\$27.47	\$29.39	\$32.25			
Rehabilitation Services	Activities Convenor	\$22.71	\$23.55	\$24.32	\$25.25	\$26.06	
	Driver	\$20.15	\$22.04	\$24.27			
	Porter	\$18.78	\$20.68	\$22.52			
	Therapy Assistant (No Diploma)	\$22.87	\$23.56	\$24.48	\$25.16	\$26.73	\$27.63
	Therapy Assistant (Diploma)	\$23.77	\$24.49	\$25.29	\$26.08	\$27.65	\$28.52
Resident Support Services	Central Services Aide	\$16.83	\$18.73	\$20.42			
	Nursing Equipment & Supply Coordinator	\$20.66	\$21.54	\$22.45			
	Service Aide	\$16.14	\$17.99	\$19.05			
	Unit Clerk	\$22.68	\$23.78	\$24.99	\$25.98	\$29.22	

* July 1, 2019 - Matching percentage increase to the wage grid as those achieved between Alberta Health Services and AUPE General Support Services, either through negotiations or interest arbitration as contained in the 2019 wage re-opener process within the Collective Agreement referenced above.

The Employer will provide payment within thirty (30) days of the Interest Arbitration decision.

LETTER OF UNDERSTANDING #1

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

RE: MUTUAL AGREEMENT TO ADJUST FTEs

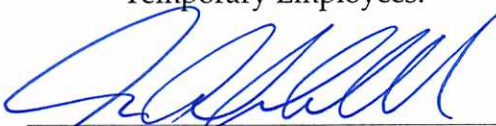
The Parties agree that it may be of mutual benefit to the Employees and the Employer to allow Regular Employees, who request to do so, to reduce their regular hours of work.


The Parties also agree that the provisions of this Letter of Understanding may be used to offer Regular Employees an increase to their regular hours of work.

However, Regular Employees' FTEs may only be amended in accordance with the provisions of this Letter of Understanding following mutual agreement between the Employer and the Union.

1. Requests by Regular Employees to decrease regular hours of work:
 - (a) Requests from Regular Employees to decrease their regular hours of work shall be made, in writing, to the Employer. The Employer shall indicate approval or rejection, in writing, within fourteen (14) days of the request.
 - (b) A request to decrease regular hours of work shall indicate the requested number of shifts to be decreased. Employees shall not be permitted to amend the length of their shift through this process.
 - (c) A Regular Employee cannot decrease their FTE to less than a point four (0.4) FTE pursuant to this Letter of Understanding.
2. Increasing regular hours of work as a result of point 1:
 - (a) If the number of hours vacated by a Regular Employee as a result of the implementation of point 1 of this Letter of Understanding is less than point four (.4) FTE, such additional or residual hours shall be offered, in whole or in part, to regular part-time Employees working in the same classification in the same unit, department or program of the Centre, in order of seniority.
 - (b) If the number of hours vacated equals or exceeds point four (.4) FTE, these shall be posted in accordance with Article 34: Appointments, Promotions, Transfers and Vacancies.
 - (c) If there are no qualified applicants from the posting(s) in point 2 (b) above, the remaining shifts shall be offered, in whole or in part, to regular part-time Employees working in the same classification in the same unit, department or program of the Centre, in order of seniority.
 - (d) A regular part-time Employee may add to their regular hours of work, only those hours from the vacant position(s) that can be accommodated in their schedule without violating the scheduling provisions of this Collective Agreement.

3. Increasing regular hours of work as a result of funding increases:
 - (a) If newly funded additional regular hours become available in the Centre that result in FTEs of less than point four (.4), such additional hours shall be offered, in whole or in part, to regular part-time Employees working in the same classification in the same unit, department or program of the Centre, in order of seniority.
 - (b) If the number of hours available equals or exceeds point four (.4) FTE, these shall be posted in accordance with Article 34: Appointments, Promotions, Transfers and Vacancies.
 - (c) If there are no qualified applicants from the posting(s) in point 3 (b) above, the remaining shifts may be offered, in whole or in part, to regular part-time Employees working in the same classification in the same unit, department or program of the Centre, in order of seniority.
 - (d) A regular part-time Employee may add to their regular hours of work, only those hours that can be accommodated in their schedule without violating the scheduling provisions of this Collective Agreement.
4. This Letter of Understanding may be used to achieve reductions in FTE due to funding fluctuations.
5. A regular part-time Employee may become a regular full-time Employee through the operation of this Letter of Understanding.
6. No Employee may decrease or increase their regular hours of work pursuant to this Letter of Understanding more frequently than once in a calendar year, unless otherwise agreed between the Employer and the Union.
7. Where any change to a Regular Employee's FTE arises as a result of the implementation of this Letter of Understanding, the Employer shall issue a letter to the Employee confirming the Employee's new regular hours of work in accordance with this Collective Agreement.
8. Where mutual agreement is not reached to amend FTEs in accordance with this Letter of Understanding, the provisions of this Collective Agreement shall apply.
9. Where there is mutual agreement between the Parties to alter an Employee's regular hours of work, the implementation of the provisions of this Letter of Understanding shall not be considered a violation of Article 34: Appointments, Promotions, Transfers and Vacancies, Article 37: Layoff and Recall Procedure and Article 38: Casual and Temporary Employees.


On behalf of the Employer


On behalf of the Union

11 Feb 2020
Date

Jan 8th, 2020
Date

LETTER OF UNDERSTANDING #2

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

RE: SUB-CLAUSE 27.06 (b): WORKERS' COMPENSATION

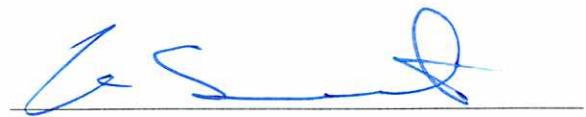
The Parties hereby agree that the one-fifth (1/5th) day limitation to the maximum deduction from accumulated sick leave credits for each day an Employee is off work due to accident within the meaning of the *WCB Act* identified in this Sub-Clause shall be subject to re-negotiation if:

- (a) the *WCB Act* is amended in a manner that a higher maximum deduction is required; or
- (b) the maximum insurable earnings is amended in a manner that a higher maximum deduction is required; or
- (c) the basic rates of pay for regular Employees covered by this Collective Agreement are great enough to warrant a higher maximum deduction; or
- (d) a higher maximum deduction is required for a reason other than those identified above.

The Parties shall meet to re-negotiate the higher maximum deduction within thirty (30) calendar days of becoming aware of the event giving rise to the need for the higher maximum deduction. If a satisfactory conclusion to such negotiations is not reached within sixty (60) calendar days from the date the Parties served/received notice to re-negotiate the higher maximum deduction, the matter shall be referred to Arbitration in accordance with Clause 11.05 - Arbitration.



On behalf of the Employer



On behalf of the Union

11 Feb 2020

Date

Jan 8TH 2020

Date

LETTER OF UNDERSTANDING #3

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

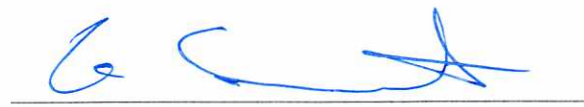
RE: EMPLOYEES WORKING 0.90 OR GREATER FTEs

The Parties agree that all Employees when employed at a Centre/Campus within a classification where no Full-time employment opportunity exists (full-time employment as defined in Clause 16.01) and who are regularly scheduled for point nine zero (.90) or greater full-time equivalencies will be granted the following:

1. Employees will be granted Named Holidays based on the provisions granted to Full-time Employees in the Collective Agreement.
2. Employees will be granted Vacation based on the provisions granted to Full-time Employees in the Collective Agreement.
3. Employees will be considered to be Full-time Employees when invoking the Article 37: Lay-off and Recall Procedure.
4. Employees shall accrue and be granted Sick Leave based on the provisions granted to Full-time Employees in the Collective Agreement.
5. Employees will be considered to be Full-time Employees when applying 29.05: Flexible Spending Account.

The provisions of this Letter of Understanding will remain in force and effect until such time as it has been amended or rescinded by mutual agreement of the Parties, or until the signing of a new Collective Agreement, at which time the matter will be re-visited.


On behalf of the Employer


On behalf of the Union

11 Feb 2020
Date

Jun 8th 2020
Date

LETTER OF UNDERSTANDING #4

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

RE: CAPITALCARE STRATHCONA CAMPUS

The Parties agree that the following provision will apply to all regular Full-time Employees employed at the CapitalCare Strathcona Campus:


Normal hours of work, exclusive of meal periods, shall be:

- (i) seven point five (7.5) work hours per day; and
- (ii) seventy-five (75) work hours in a fourteen (14) calendar day period.

The provisions of this Letter of Understanding will remain in force and effect until such time as it has been amended or rescinded by mutual agreement of the Parties, or until the signing of a new Collective Agreement, at which time the matter will be re-visited.



On behalf of the Employer



On behalf of the Union

11 Feb 2020

Date

Jan 8th 2020

Date

LETTER OF UNDERSTANDING #5

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

RE: PORTABILITY OF SENIORITY BETWEEN AUPE
BARGAINING CERTIFICATE UNITS

As a result of the consolidation of bargaining unit certificates held by the Alberta Union of Provincial Employees (AUPE) within the Capital Care Group Inc. (CCGI) and pursuant to the Labour Relations Code, the Parties agree on certain principles in the administration and application of seniority rights for Employees within the newly formed bargaining units (Certificate #55-2008 and #138-2012). These principles are based on the past practice of the Parties and they shall be maintained and applied consistently to these newly formed bargaining units.

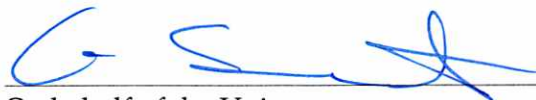
The Parties hereby agree to the following:

1. Seniority is "Portable" from one Centre to another Centre within an AUPE bargaining unit. If an Employee transfers from one Centre to another Centre and remains within either AUPE bargaining unit (certificate #55-2008 and #138-2012), they retain their seniority date in accordance with the provisions of the respective Collective Agreement. "Centre(s)" mean(s) the individual site(s) operated by CapitalCare as identified in the Preface of the respective Collective Agreements.
2. All Seniority rights under the respective Collective Agreement as it pertains to Appointments, Transfers and Promotions, and Layoff and Recall provisions are limited to each Centre (i.e. selection of vacant positions or layoff protocols are limited to each Centre).
3. The Union and the Employer may, with mutual agreement, explore the possibility of absorbing laid off Employees into vacant positions at other Centres as a result of layoff from their originating Centre.
4. Affected Employees will have their seniority dates adjusted in accordance with this Letter of Understanding.

5. New seniority lists for each respective Collective Agreement will be provided to the designated AUPE representative within three (3) months of the signing of this Letter of Understanding. The Union shall have thirty (30) calendar days in which to take issue with the two (2) seniority lists, otherwise the seniority lists will be deemed to be correct.



On behalf of the Employer



On behalf of the Union

11 Feb 2020

Date

Jun 8th, 2020

Date

LETTER OF UNDERSTANDING #6

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

RE: VACATION TRIAL - REGULAR PART-TIME EMPLOYEES

This Letter of Understanding will initiate a trial over a full two (2) vacation year period of the following language in place of the current articles 25.01, 25.02, 25.08,

The changes outlined below are intended to help improve the vacation process for Regular Part-Time Employees by making it easier to understand how much vacation an employee has available at any time during the year.

This trial does not change the calculation of how much vacation pay an employee is entitled to receive.

The vacation trial will be in effect for vacation years:

- April 1, 2019 to March 31, 2020
- April 1, 2020 to March 31, 2021

As such, the revised Articles 25.01, 25.02, 25.08, 25.09, 25.10, 25.11 shall read as follows:

Annual Vacation

25.01 Definition

For the purpose of this Clause:

- (a) "Vacation" means annual vacation with pay.
- (b) "Vacation Year" means the twelve (12) month period commencing on the first day of April in each calendar year and concluding on the last day of March of the following calendar year.
- (c) Regular Part-Time Employees will commence earning vacation entitlement upon the date of commencement of employment.

25.08 (a) Vacation Entitlement

Regular Part-Time Employees shall earn vacation with pay calculated in hours in accordance with the following formula:

Regular hours worked excluding overtime, during the preceding employment year	×	The applicable percentage (%) as outlined below	=	Number of paid vacation hours to be taken
--	---	--	---	---

- (i) six percent (6%) during the first (1st) and second (2nd) continuous employment years; or
- (ii) eight percent (8%) during the third (3rd) to ninth (9th) continuous employment years; or
- (iii) ten percent (10%) during the tenth (10th) to nineteenth (19th) employment years; or
- (iv) twelve percent (12%) during the twentieth (20th) and subsequent employment years.

Vacation hours are paid at the basic rate of pay in effect on the date the vacation leave commences.

(b) Supplementary Vacation

Regular Part-Time Employees shall earn supplementary vacation upon reaching the employment anniversary dates of twenty five (25), thirty (30), thirty-five (35), forty (40), and forty-five (45) years of continuous service. On each of these occasions, Employees shall earn an additional two percent (2%) vacation hours with pay to be scheduled in accordance with Article 25.02.

Each supplementary vacation amount is a one-time credit to be taken by the Employee prior to the next supplementary vacation employment anniversary date.

The number of hours of supplemental vacation pay for each period of supplemental vacation will be based upon the following formula:

the hours paid as a regular employee, excluding overtime, during the preceding employment year, multiplied by 2%. Payment for these hours is based on the basic rate of pay in effect on the date the supplemental vacation leave commences.

25.02 Time of Vacation

- (i) As far as possible, Part-Time Employees shall be granted their choice of vacation periods; however, the final allotment of vacation remains within the responsibility and the authority of the Employer.
- (ii) The Employer shall post the vacation schedule planner by January 1st of each year. Where a Part-Time Employee submits their vacation preference by March 15th of that year, the Employer shall indicate approval or disapproval of that vacation request by April 30 of the same year.
- (iii) Vacation time entitlement accumulated in one (1) vacation year shall be taken during the next following vacation year.
- (iv) A vacation period may be divided by mutual agreement between the Part-Time Employee and the Employer.

- (v) There shall be no carryover of vacation from one (1) vacation year to the next, nor shall vacation from one (1) vacation year be taken consecutively with vacation in the ensuing vacation year, except with the approval of the Employer.
- (vi) Where an Employee submits a written vacation request after April 30 for the current vacation year, the Employer shall provide a written approval or disapproval of the vacation request within fourteen (14) calendar days or ten (10) business working days, whichever is less.
- (vii) A request may be made in writing to the Employer to utilize vacation credits prior to the completion of the vacation year in which the credits are earned. The request shall be subject to the approval of the Employer and shall not exceed the number of vacation days accrued to the date of the request.

25.03 Vacation Earning Portability

Where a voluntary terminated Part-Time Employee commences employment within six (6) months of date of termination of employment with another Employer signatory to an agreement containing this provision, such Part-Time Employee shall, after one (1) year of service, receive vacation pay as though their employment has been continuous. At the request of the Part-Time Employee the Employer shall provide the Part-Time Employee with a written statement of their vacation entitlement upon termination.

A Part-Time Employee required by the Employer to return to work during their vacation will receive two times (2x) their basic rate of pay for hours worked. In addition to receiving premium pay, the time worked will be rescheduled as vacation leave with pay.

Prior to the conclusion of the trial period, the parties may agree to:

1. Extend the trial period
2. Adopt the new process
3. Amend the trial process

Failing mutual agreement on one of these options the existing terms and conditions of Articles 25.01, 25.02, 25.08, would be reinstated. Either party may provide sixty (60) days notice to revert back to existing terms and conditions of Articles 25.01, 25.02, 25.08.



On behalf of the Employer



On behalf of the Union

11 Feb 2020

Date

Jan 8th, 2020

Date

MEMORANDUM OF AGREEMENT

BETWEEN

CapitalCare
(hereinafter referred to as the "Employer")

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(hereinafter referred to as the "Union")

RE: EMPLOYMENT SECURITY (ORGANIZATIONAL ALIGNMENT)

Whereas the Employer has determined it will be reviewing Organizational Alignment, while maintaining a focus on providing person-centered care with dignity and kindness.

And whereas the outcomes of such an effort could lead to organizational changes that may result in adjustments within the General Support Services Bargaining Unit.

And whereas nothing in this memorandum of agreement constitutes a bar to the Union raising these issues in any other forum, or is prejudicial to any position the Union may take on these matters in the future.

The Parties agree to the following:

1. That there will be no involuntary loss of employment for regular employees in the General Support Services Bargaining Unit.
2. That employees will "remain whole", and where an Employee is faced with an involuntary reduction to pay or FTE, any shortfalls will be remedied.
3. To achieve the preceding the Parties recognize that:
 - adjustments in the workforce may occur through attrition;
 - in addition to Article 37 (Layoff and Recall), all retention options will be explored;
 - the Parties agree to share all relevant information in a timely manner.

This memorandum shall expire on June 30, 2020



On behalf of the Employer



On behalf of the Union

11 Feb 2020

Date

Jun 8th 2020

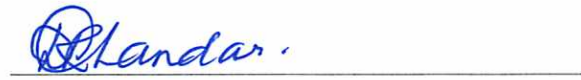
Date

IN WITNESS WHEREOF, the Parties have executed this Collective Agreement by affixing hereto the signatures of their proper officers in that behalf.

Signed this 8TH day of January, 2020^{CE} 2019.

ON BEHALF OF CAPITALCARE
GROUP INC.




WITNESS

ON BEHALF OF THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES




WITNESS

Classification	1	2	3	4	5	6
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Food Services	Cooks Assistant	July 1, 2017	\$17.90	\$19.69	\$20.84		
		July 1, 2018	\$17.90	\$19.69	\$20.84		
		July 1, 2019*	\$18.08	\$19.89	\$21.05		
	Food Services Aide	July 1, 2017	\$16.14	\$17.99	\$19.05		
		July 1, 2018	\$16.14	\$17.99	\$19.05		
		July 1, 2019*	\$16.30	\$18.17	\$19.24		
	Food Services Attendant	July 1, 2017	\$17.90	\$19.69	\$20.84		
		July 1, 2018	\$17.90	\$19.69	\$20.84		
		July 1, 2019*	\$18.08	\$19.88	\$21.05		
	Food Services Cashier	July 1, 2017	\$17.77	\$19.62	\$21.38		
		July 1, 2018	\$17.77	\$19.62	\$21.38		
		July 1, 2019*	\$17.96	\$19.81	\$21.60		
Journeyman Cook I	July 1, 2017	\$21.26	\$23.09	\$24.65			
	July 1, 2018	\$21.26	\$23.09	\$24.65			
	July 1, 2019*	\$21.46	\$23.32	\$24.90			
Journeyman Cook III	July 1, 2017	\$23.49	\$25.33	\$27.33			
	July 1, 2018	\$23.49	\$25.33	\$27.33			
	July 1, 2019*	\$23.72	\$25.58	\$27.60			
Non-Journeyman Cook	July 1, 2017	\$19.57	\$21.37	\$22.72			
	July 1, 2018	\$19.57	\$21.37	\$22.72			
	July 1, 2019*	\$19.76	\$21.59	\$22.94			
Housekeeping Services	Housekeeping Aide	July 1, 2017	\$16.14	\$17.99	\$19.05		
		July 1, 2018	\$16.14	\$17.99	\$19.05		
		July 1, 2019*	\$16.30	\$18.17	\$19.24		
	Housekeeping Attendant	July 1, 2017	\$17.90	\$19.69	\$20.84		
		July 1, 2018	\$17.90	\$19.69	\$20.84		
		July 1, 2019*	\$18.08	\$19.88	\$21.05		
	Laundry Worker	July 1, 2017	\$18.42	\$20.28	\$21.52		
		July 1, 2018	\$18.42	\$20.28	\$21.52		
		July 1, 2019*	\$18.60	\$20.48	\$21.74		
	Support Services Attendant	July 1, 2017	\$17.90	\$19.69	\$20.84		
		July 1, 2018	\$17.90	\$19.69	\$20.84		
		July 1, 2019*	\$18.08	\$19.88	\$21.05		
Maintenance Services	Maintenance Worker I	July 1, 2017	\$20.70	\$22.61	\$24.61		
		July 1, 2018	\$20.70	\$22.61	\$24.61		
		July 1, 2019*	\$20.90	\$22.84	\$24.86		
	Maintenance Worker II	July 1, 2017	\$23.78	\$25.66	\$27.93		
		July 1, 2018	\$23.78	\$25.66	\$27.93		
		July 1, 2019*	\$24.02	\$25.92	\$28.21		
	Maintenance Worker III	July 1, 2017	\$27.48	\$29.39	\$32.25		
		July 1, 2018	\$27.48	\$29.39	\$32.25		
		July 1, 2019*	\$27.74	\$29.68	\$32.57		
Rehabilitation Services	Activities Convenor	July 1, 2017	\$22.72	\$23.55	\$24.33	\$25.25	\$26.05
		July 1, 2018	\$22.72	\$23.55	\$24.33	\$25.25	\$26.05
		July 1, 2019*	\$22.94	\$23.79	\$24.56	\$25.50	\$26.32
	Driver	July 1, 2017	\$20.15	\$22.04	\$24.27		
		July 1, 2018	\$20.15	\$22.04	\$24.27		
		July 1, 2019*	\$20.35	\$22.26	\$24.51		

	Classification		1	2	3	4	5	6
Rehabilitation Services cont.	Porter	July 1, 2017	\$18.78	\$20.69	\$22.52			
		July 1, 2018	\$18.78	\$20.69	\$22.52			
		July 1, 2019*	\$18.97	\$20.89	\$22.75			
	Therapy Assistant (No Diploma)	July 1, 2017	\$22.87	\$23.56	\$24.47	\$25.16	\$26.73	\$27.63
		July 1, 2018	\$22.87	\$23.56	\$24.47	\$25.16	\$26.73	\$27.63
		July 1, 2019*	\$23.10	\$23.80	\$24.72	\$25.41	\$27.00	\$27.91
	Therapy Assistant (Diploma)	July 1, 2017	\$23.77	\$24.48	\$25.29	\$26.07	\$27.65	\$28.53
		July 1, 2018	\$23.77	\$24.48	\$25.29	\$26.07	\$27.65	\$28.53
		July 1, 2019*	\$24.01	\$24.73	\$25.54	\$26.34	\$27.93	\$28.81
Resident Support Services	Central Services Aide	July 1, 2017	\$16.82	\$18.73	\$20.42			
		July 1, 2018	\$16.82	\$18.73	\$20.42			
		July 1, 2019*	\$17.00	\$18.92	\$20.62			
	Nursing Equipment & Supply Coordinator	July 1, 2017	\$20.67	\$21.54	\$22.45			
		July 1, 2018	\$20.67	\$21.54	\$22.45			
		July 1, 2019*	\$20.87	\$21.76	\$22.67			
	Service Aide	July 1, 2017	\$16.14	\$17.99	\$19.05			
		July 1, 2018	\$16.14	\$17.99	\$19.05			
		July 1, 2019*	\$16.30	\$18.17	\$19.24			
	Unit Clerk	July 1, 2017	\$22.69	\$23.78	\$24.98	\$25.99	\$29.21	
		July 1, 2018	\$22.69	\$23.78	\$24.98	\$25.99	\$29.21	
		July 1, 2019*	\$22.91	\$24.02	\$25.24	\$26.24	\$29.51	
	Admin Support II	July 1, 2017	\$19.73	\$20.30	\$21.11	\$21.97	\$22.84	\$24.23
		July 1, 2018	\$19.73	\$20.30	\$21.11	\$21.97	\$22.84	\$24.23
		July 1, 2019*	\$19.93	\$20.50	\$21.32	\$22.19	\$23.07	\$24.47
	Admin Support III	July 1, 2017	\$19.73	\$20.30	\$21.11	\$21.97	\$22.84	\$24.23
		July 1, 2018	\$19.73	\$20.30	\$21.11	\$21.97	\$22.84	\$24.23
		July 1, 2019*	\$21.80	\$22.68	\$23.56	\$24.51	\$25.49	\$27.04
	Admin Support IV	July 1, 2017	\$19.73	\$20.30	\$21.11	\$21.97	\$22.84	\$24.23
		July 1, 2018	\$19.73	\$20.30	\$21.11	\$21.97	\$22.84	\$24.23
		July 1, 2019*	\$24.15	\$25.12	\$26.12	\$27.17	\$28.24	\$29.97