



**COLLECTIVE AGREEMENT**

**BETWEEN**

**TOUCHMARK AT WEDGEWOOD,  
A CANADIAN PARTNERSHIP**

**AND THE**

**ALBERTA UNION OF PROVINCIAL EMPLOYEES**

**ON BEHALF OF**

**LOCAL 047 CHAPTER 034  
(Auxiliary Nursing Care)**

**EXPIRES AUGUST 31, 2021**

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COLLECTIVE AGREEMENT made this 25th day of November, A.D., 2019

between

TOUCHMARK AT WEDGEWOOD, A CANADIAN LIMITED PARTNERSHIP

and

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

**PREAMBLE AND PURPOSE**

Note: The word "Employee" has been replaced with "Team Member" which has the same definition.

Note: All gender specific language is replaced with gender neutral language (the Employee, they, them etc.) These changes do not have any other purpose other than neutralizing gender.

Note: Language in the Collective agreement that is BOLD faced denotes changes from the previous agreement and serves no other purpose.

WHEREAS the Parties acknowledge that their primary purpose is to provide quality health care, and believe this purpose can be achieved most readily when harmonious relations exist between the Employer and its Team Members.

NOW THEREFORE THIS COLLECTIVE AGREEMENT WITNESSETH that the Parties hereto in consideration of the covenants herein contained do agree with each other as follows:

**ARTICLE 1**  
**TERM OF COLLECTIVE AGREEMENT**

- 1.01 Except where otherwise stated in this Collective Agreement, this Collective Agreement shall be in force and effect on **September 1, 2017** up to and including **August 31, 2021** and from year to year thereafter unless notice, in writing, is given by either Party to the other Party not less than sixty (60) calendar days nor more than one hundred and twenty (120) calendar days prior to the expiration date, of its desire to amend this Collective Agreement.
- 1.02 Where notice is served by either Party to commence collective bargaining, this Collective Agreement shall continue in full force and effect until a new Collective Agreement has been executed.
- 1.03 Any notice required hereunder to be given shall be deemed to have been sufficiently served if personally delivered or mailed in a prepaid registered envelope addressed:
- In the case of the Employer to:**
- Executive Director  
Touchmark at Wedgewood  
18333 Lessard Road NW  
Edmonton, AB T6M 2Y5
- And in the case of the Union to:**
- The President  
Alberta Union of Provincial Employees  
10451 – 170th Street  
Edmonton, AB  
T5P 4S7

**ARTICLE 2**  
**DEFINITIONS**

- 2.01 "Arbitration and Adjudication" takes its meaning from the section of the appropriate Act dealing with the resolution of a difference. Hereinafter, where the word "Arbitration" is used, it shall be deemed to mean "Adjudication" where applicable.
- 2.02 "AUPE" means The Alberta Union of Provincial Employees. In the event of a change of name of the aforementioned AUPE, the subsequent name shall be recognized.
- 2.03 "Basic Rate of Pay" means the incremental step in the Salaries Schedule applicable to a **Team Member** in accordance with the terms of this Collective Agreement, exclusive of all premium payments.
- 2.04 "Classification" means a group of positions having sufficient common characteristics that they are assigned a common title and compensation treatment in the Salary Appendix to this Collective Agreement.
- 2.05 "Code" means The Labour Relations Code, as amended from time to time.

- 2.06 "Continuous Service" means the period of employment commencing on the latest date of employment in the bargaining unit that is not interrupted by termination or dismissal.
- 2.07 "**Team Member**" means a person covered by this Collective Agreement and employed by the Employer. At the time of hire the employment status of each **Team Member** will be determined in accordance with the following:
- (a) "**Regular Team Member**" is one who works on a Full-Time or Part-Time ]
    - (i) "**Full-Time Team Member**" is one who is regularly scheduled to work the full specified hours in Article 12: Hours of Work;
    - (ii) "**Part-Time Team Member**" is one who is regularly scheduled for less than the normal hours specified in Article 12: Hours of Work.
  - (b) "**Casual Team Member**" is one who:
    - (i) works on a call in basis and is not regularly scheduled; or
    - (ii) relieves for absences the duration of which is three (3) months or less; or
    - (iii) is regularly scheduled for a period of three (3) months or less for a specific job.
  - (c) "**Temporary Team Member**" is one who is hired on a temporary basis for a full-time or part-time position:
    - (i) for a specific job of more than three (3) months but less than six (6) months; or
    - (ii) to replace a Full-Time or Part-Time **Team Member** who is on approved leave of absence for a period in excess of three (3) months; or
    - (iii) to replace a Full-Time or Part-Time **Team Member** who is on leave due to illness or injury where the **Team Member** has indicated that the duration of such leave will be in excess of three (3) months.
- Alteration of employment status thereafter will be regulated by the terms of this Collective Agreement.
- 2.08 "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 Touchmark at Wedgewood Edmonton.
- 2.09 "Female Gender" means and includes the masculine and similarly, the singular shall include the plural and vice-versa, as applicable.
- 2.10 "FTE" means Full-Time equivalent.
- 2.11 "Position" means: the **Team Member** status; the classification; and the full-time equivalency (FTE)
- 2.12 "Registration and Practice Permits" takes meaning from the Health Professions Act, as amended. Registration is not membership in the Union.
- 2.13 "Shift" means a daily tour of duty excluding overtime hours.
- 2.14 "Cycle of the Shift Schedule" means the period of time when the shift schedule repeats itself and the cycle shall not exceed twelve (12) weeks.



- 2.15 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.

**ARTICLE 3**  
**UNION RECOGNITION AND RIGHTS**

- 3.01 (a) **All Team Members in the Bargaining Unit will be considered members of the Union.**
- (b) The Employer recognizes the Union as the sole bargaining agent for all **Team Members** covered by this Collective Agreement as described in the Certificate of the Labour Relations Board.
- (c) The Employer acknowledges that the Union has exclusive authority to bargain collectively on behalf of the **Team Members** and to bind them by a Collective Agreement.
- (d) This Agreement shall apply to all **Team Members** when employed in auxiliary nursing care in the long term/ continuing care component.

3.02 **Dues Deduction and Checkoff**

- (a) **The Employer will, as a condition of employment, deduct from the base earnings of each Team Member covered by this Collective Agreement, an amount equal to the dues as determined by the Union.**
- (b) Consistent with the payroll system of the Employer, the Union will advise the Employer of the monthly amount of its membership dues. An amount equal to said membership dues will be deducted from each **Team Member** at the prescribed rate and remitted to the Union not later than the fifteenth (15<sup>th</sup>) of the month following.
- (c) **The Employer shall provide the Union with a computerized monthly list identifying each Team Member. The list will include: Team Member name, site (work location), Team Member number, classification, date of hire, Team Member status (active, leave of absence etc...), seniority, hourly rate of pay, department (if applicable) home mailing address, home telephone number, work cellular number, personal cellular number, work and home email addresses, union dues deducted, gross earnings, and Team Members on LTD. Such list shall include newly hired Team Members.**
- 3.03 Where the Employer's management information system permits and where the Employer agrees, the remittance of Union dues shall be by direct deposit to the Union's bank account.
- 3.04 The dues structure of the Union shall be on a percentage basis and the Union shall give not less than thirty (30) days' notice of any change in the rate at which dues are to be deducted. Any change in the amount of deduction shall be implemented by the Employer at the next possible pay period following expiry of the notice period.
- 3.05 The Employer shall indicate the dues deducted and enter the amount on the T-4 slip supplied to the **Team Member**.

3.06 Correspondence

- (a) The Employer agrees that all correspondence between the Employer and the Union related to matters covered by this agreement shall be sent to the President of the Union or their designate.
- (b) The Union agrees that all correspondence between the Union and the Employer related to matters covered by this agreement shall be sent to the Executive Director, Touchmark at Wedgewood, or their designate.
- (c) The parties agree that a copy of any correspondence between one party and any Team Member in the bargaining unit covered by this agreement pertaining to the interpretation of this agreement shall be forwarded to the other party's appropriate designate.

3.07 No Discrimination for Union Activity

The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any Team Member for reason of membership or activity in the Union.

3.08 No Other Agreement

No Team Member covered by this agreement shall be required or permitted to make a written or oral agreement with the Employer or its representatives which may conflict with the terms of this agreement.

Application

3.09 In the event any provision of this Collective Agreement is in conflict with any present or future statute of the Province of Alberta or the Government of Canada applicable to the Employer, the section so affected shall be altered or amended forthwith in a manner agreeable to both parties so as to incorporate required changes. Such action shall not affect any other provisions of this Collective Agreement.

3.10 Any changes deemed necessary in the Collective Agreement shall be made by mutual agreement at any time during the existence of this Collective Agreement. Such changes shall be in writing and duly signed by authorized agents of the parties.

3.11 Where a conflict exists between a provision contained in this Collective Agreement and the subject matter that is covered by the Employer's policies, regulations, guidelines or directives, the Collective Agreement shall apply.

3.12 Recognition of Stewards

- (a) The Employer recognizes the Union's right to appoint stewards and the Union shall notify the Employer of such appointments, in writing. A steward shall obtain the permission of their supervisor prior to leaving their work area to attend to union duties relating to the Employer's operations. Leave for this purpose shall be with current pay and permission shall not be unreasonably withheld. On resuming their duties the steward shall notify their supervisor.
- (b) Union representatives are representatives of the Team Members in all matters pertaining to this collective agreement, particularly for the purpose of processing grievances, negotiating amendments to or renewals of the Collective Agreement and of enforcing bargaining rights and any other rights of the Team Members under this Collective Agreement.

**3.13 Union Bulletin Boards**

The Employer shall provide a designated bulletin board in a reasonably accessible location for the use of the Union, and for the sole purpose of posting information related to Union activities. Any material posted which the Employer finds objectionable will be removed and the Union shall be notified immediately.

**3.14 Union Insignia**

Team Members shall be permitted to wear a lapel size pin representative of their Union during all hours of employment. The Parties agree that a Team Member shall maintain a professional image while at the worksite pursuant to Article 35: Dress Code.

**3.15 Time Off for Union Business**

- (a) Leave of absence without pay and without loss of seniority, shall be granted by the Employer for:
  - (i) an elected or appointed union representative to attend conventions of the Union and bodies to which the Union is affiliated;
  - (ii) an elected or appointed union representative to attend to union business which required them to leave their general work area;
  - (iii) for Team Members who are representatives of the Union on the bargaining committee to attend meetings of the committee;
  - (iv) to a Team Member called by the Union to appear as a witness before an arbitration board.
- (b) Leave of absence without loss of pay or seniority shall be granted to union appointees who attend the TMMAC.
- (c) To facilitate the administration of Union leaves without loss of pay, the leave shall be given at current pay and the Union shall reimburse the Employer for all monies paid to the Team Member while on leave, plus an amount to cover the Team Member's benefits and the Employer's administrative costs up to 15% of the total amount to be reimbursed.
- (d) The Union shall normally provide the Employer with fourteen (14) calendar days' notice prior to the commencement of such leave.
- (f) The Employer agrees that any of the above leaves of absence shall not be unreasonably withheld.
- (g) If the request for leave is to perform the duties of the office of the Union apart from Local 047 Chapter 034 and unrelated to the Employer's operations, the Team Member must arrange a shift trade if for a consecutive period less than 30 days.

**3.16 Office Use/Union Representatives**

- (a) The Employer shall grant Union representatives access to its premises for Union business subject to the approval of the Executive Director or their designate. Union representatives shall not interfere with the operational requirements of the Employer.



- (b) The Employer may make available to Union representatives, temporary use of an office or similar facility to conduct confidential investigations and grievances
- (c) Union representatives include the local executive members, staff, and stewards.
- (d) The Employer may allow reasonable use of assembly rooms or similar facilities for the purpose of conducting Union meetings on the **Team Member's** time.
- (e) Union representatives shall be allowed reasonable use of the Employer's telephone and facsimile machines for the purpose of conducting Union business on the **Team Member's** time.

**3.17 No Interruption of Work**

The parties agree there will be no strike or lockout during the term of this agreement.

**ARTICLE 4**  
**UNION MEMBERSHIP AND DUES DEDUCTION**

- 4.01 **Team Members** shall be permitted to wear a lapel size pin representative of their Union during all hours of employment. The Parties agree that a **Team Member** shall maintain a professional image while at the worksite pursuant to Article 35: Dress Code.
- 4.02 Membership in the Union is voluntary.
- 4.03
  - (a) Consistent with the payroll system of the Employer, the Union will advise the Employer of the monthly amount of its membership dues. An amount equal to said membership dues will be deducted from each **Team Member** at the prescribed rate and remitted to the Union not later than the fifteenth (15<sup>th</sup>) of the month following.
  - (b) The Employer shall provide the Union with a computerized monthly list identifying each **Team Member**. The list will include **Team Member** name, mailing address, contact information, starting date, classification, hourly rate, **Team Member** status (employment designation), seniority, dues deducted, gross earnings, and **Team Members** on LTD. Such list shall include newly hired **Team Members**.
- 4.04 Where the Employer's management information system permits and where the Employer agrees, the remittance of Union dues shall be by direct deposit to the Union's bank account.
- 4.05 The dues structure of the Union shall be on a percentage basis and the Union shall give not less than thirty (30) days' notice of any change in the rate at which dues are to be deducted. Any change in the amount of deduction shall be implemented by the Employer at the next possible pay period following expiry of the notice period.
- 4.06 The Employer shall indicate the dues deducted and enter the amount on the T-4 slip supplied to the **Team Member**.



**ARTICLE 5**  
**MANAGEMENT RIGHTS**

- 5.01 The Employer retains all rights not specifically limited by this Collective Agreement.
- 5.02 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 and regulations to be observed by a **Team Member**, 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 **Team Members**, 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 **Team Members**;
  - (d) demote, discipline, suspend or discharge for just cause.

**ARTICLE 6**  
**NO DISCRIMINATION**

- 6.01 There shall be no discrimination, restriction or coercion exercised or practiced in respect of any **Team Member** by either Party by reason of age, race, colour, creed, national origin, political or religious belief, gender, sexual orientation, marital status, physical disability, mental disability nor by reason of membership or non-membership or activity in the Union nor in respect of a **Team Member's** or Employer's exercising any right conferred under this Agreement or any law of Canada or Alberta.
- 6.02 The Parties recognize the requirement for respect and dignity for all persons supporting a policy of zero tolerance for violence and abuse in the workplace.
- 6.03 The Union and the Employer recognize the right of the **Team Members** to work in an environment free from discrimination, and harassment.

**ARTICLE 7**  
**IN-SERVICE PROGRAMS**

- 7.01 The Parties to this Collective Agreement recognize the value of continuing in-service education for **Team Members** in the nursing profession and that the responsibility for such continuing education lies not only with the individual but also with the Employer. For the purpose of this Article, the term "in-service" includes: orientation, acquisition and maintenance of essential skills, and other programs which may be offered by the Employer.
- 7.02 The Employer reserves the right to identify specific in-service sessions as being compulsory for **Team Members** and those required to attend such sessions shall be paid at the applicable rate of pay for attendance.

The following in-service programs shall be compulsory and shall be provided to **Team Members** upon hire and on an annual basis:

- (i) Cardio Pulmonary Resuscitation (CPR) including defibrillation (when deemed mandatory);
  - (ii) Emergency preparedness including Fire, evacuation and disaster procedures;
  - (iii) Occupational Health and Safety matters and prevention of personal injury including musculoskeletal injury arising from repetitive movements or strains including proper lifting and prevention of back injuries and proper use of equipment;
  - (iv) Workplace Hazardous Materials Information System (WHMIS).
- 7.03 The Employer shall make available an in-service on the prevention and management of staff abuse at least every two years or more frequently as determined by the Employer, as well as other in-service education programs as deemed appropriate for the purpose of maintaining proficiency.
- 7.04 **Team Members** who, with the prior approval of the Employer, attend in-service programs which are not identified as compulsory by the Employer shall suffer no loss of regular earnings for attending such programs.
- 7.05 The Employer shall make available in each Centre a combination of no fewer than five (5) current nursing-related journals and Health and Safety journals, or their electronic equivalent.

#### **ARTICLE 8** **PROBATIONARY PERIOD**

- 8.01 A newly hired **Team Member** shall serve a probationary period of five hundred and three point seven five (503.75) hours worked or six (6) months whichever comes first. The probationary period may be extended for a period up to an additional five hundred and three point seven five (503.75) hours worked or six (6) months. During the probationary period the **Team Member** may be terminated for any reason, without:
- (a) notice; or
  - (b) pay (except as may be required by the provisions of the Alberta Employment Standards Code), and shall not have recourse to the grievance procedure set out in this Collective Agreement or the Code, with respect to such termination.
- 8.02 The Employer shall provide a paid orientation for all **Team Members**, including:
- (a) orientation for each shift pattern (days, and/or evenings, and/or nights) that the Employer assigns the **Team Member** to work; and
  - (b) the **Team Member's** first (1st) three (3) shifts of patient/resident/client care shall be under guidance.
  - (c) New **Team Members** shall be given sufficient paid orientation shifts to prepare them for their duties. During orientation, the new **Team Member** shall be "extra staff" while working with regular **Team Members**. The orientation period shall be completed prior to regular shifts being worked.



- (d) No **Team Member** shall be expected to work without paid orientation.
- 8.03 Subject to Article 10: Performance Appraisal, the Employer shall provide at least one performance appraisal of each probationary **Team Member**.
- 8.04 A representative of the Union shall have the right to make a presentation of up to fifteen (15) minutes during the paid orientation of new **Team Members**. Attendance at the presentation shall not be compulsory.
- 8.05 Additional orientation requested by a **Team Member** will not be unreasonably denied.

#### **ARTICLE 9** **SENIORITY**

- 9.01 A Regular **Team Member's** Seniority Date shall be the date on which a Regular **Team Member's** continuous service commenced within the bargaining unit, with the Employer, including all prior periods of service as a Casual, Temporary or Regular **Team Member** contiguous to present regular employment.
- 9.02 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 9.01.
- 9.03 Seniority shall be considered in determining:
- (a) preference of vacation time in Article 22: Annual Vacation;
  - (b) layoffs and recalls, subject to the provisions specified in Article 29: Layoff and Recall;
  - (c) promotions and transfers and in filling vacancies within the bargaining unit subject to the provisions specified in Article 11: Appointments, Transfers and Promotions;
  - (d)
    - (i) shift schedule changes, or
    - (ii) the selection of available rotations by **Team Members** on a unit affected by a new master rotation.
- 9.04 Seniority shall be considered broken, all rights forfeited, and there shall be no obligation to rehire:
- (a) when the employment relationship is terminated by either the Employer or the Regular **Team Member**;
  - (b) upon the expiry of twelve (12) months following the date of layoff, if during which time the Regular **Team Member** has not been recalled to work;
  - (c) if a Regular **Team Member** does not return to work on recall, as provided in Clause 29.13.
- 9.05 Within three (3) months of the signing date of this Collective Agreement the Employer will provide to the designated Union representative, a seniority list containing the name and seniority date of each Regular **Team Member** in the bargaining unit in chronological order. The designated Union representative shall be responsible for the posting of the seniority list. The seniority list will be updated by the Employer and provided to the designated Union representative not less frequently than every six (6) months thereafter.

- 9.06 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 a **Team Member's** seniority, the Employer will provide the Union with the information necessary to establish accurate seniority.
- 9.07 In the event seniority dates are the same, any disputes arising between two **Team Members** 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 **Team Members** with the same seniority date, then numbered cards will be used to determine the order of seniority.

#### **ARTICLE 10**

##### **PERFORMANCE APPRAISALS**

- 10.01 The Parties recognize the desirability of a performance appraisal system designed to effectively utilize and develop the **Team Members**. Recognizing the distinction between performance appraisal and discipline, the purpose of the performance appraisal is to constructively review the **Team Member's** performance during the review period.
- 10.02 Meetings for the purpose of the performance appraisal interview shall be scheduled by the Employer with reasonable advance notice. At the interview the **Team Member** shall be given a copy of their performance appraisal document. The **Team Member** shall sign their performance appraisal for the sole purpose of indicating that they are aware of the performance appraisal, and shall have the right to respond in writing within ten (10) days of the interview and that reply shall be placed in their personnel file.
- 10.03 (a) By appointment made at least one (1) working day in advance, a **Team Member** may view their personnel file in the Business Office once each year or when the **Team Member** has filed a grievance. A **Team Member** may be accompanied by a Union representative when viewing their personnel file.
- (b) A **Team Member** 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 **Team Member** has filed a grievance, provided that they first pays to the Employer a reasonable fee, established by the Employer to cover the cost of copying.
- (c) In the case of a grievance, the fee prescribed shall be waived where the **Team Member** requests a copy of material related to the grievance.
- 10.04 A **Team Member's** performance appraisal shall not be released by the Employer to any person except to a Board of Arbitration, or as required by law, without the written consent of the **Team Member**.
- 10.05 The Employer's representative who conducts the performance appraisal shall be in a position outside the bargaining unit.

#### **ARTICLE 11**

##### **APPOINTMENTS, TRANSFERS AND PROMOTIONS**

- 11.01 The Employer shall post within the Centre(s) notices of vacant positions within the bargaining unit not less than seven (7) calendar days in advance of making an appointment. The posting shall contain the following information:



- (a) qualifications required;
- (b) employment status

For information purposes only, a notice of vacancy shall specify the number of hours per shift, shifts per shift cycle and the current shift pattern for the position.

- 11.02 Applications for vacancies, transfers or promotions, shall be made in writing to such officer of the Centre as the Employer may designate.
- 11.03 When circumstances require the Employer to hire a new **Team Member** to fill a vacancy pending completion of the transactions contemplated in this Article, the appointment shall be made on a casual basis only.
- 11.04
  - (a) 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, and other relevant attributes and where these factors are considered by the Employer to be equal and satisfactory, seniority shall be the deciding factor.
  - (b) Subject to Sub-Clause 11.04(a), Regular and Temporary **Team Members** shall be given preference over Casual **Team Members** and external applicants.
- 11.05 The Employer shall, within five (5) working days of making an appointment to fill the transfer, promotion or vacancy, post the name of the successful candidate with the posting number on the bulletin board provided for that purpose. The notice shall remain posted for ten (10) calendar days. The Employer shall provide the **Team Member** with a letter confirming, in writing, the transfer, promotion or selection into the vacancy.
- 11.06 The foregoing provisions shall be waived and inoperative when placement of a **Team Member** in a job within the bargaining unit is effected to provide a period of rehabilitative work.
- 11.07
  - (a) A Regular **Team Member** who applies for and is successful on a temporary posting shall maintain **their** status as a Regular **Team Member**. A Casual **Team Member** who applies for and is successful for a temporary position shall receive all entitlements and benefits applicable to a Temporary **Team Member**. At the completion of the temporary term, the Regular **Team Member** shall return to **their** former position. At the completion of **their** temporary term, the Casual **Team Member** shall resume the normal terms and conditions of employment applicable to a Casual **Team Member**.
  - (b) During the term of the a temporary position, the incumbent **Team Member** shall be eligible to apply on postings in accordance with the following:
    - (i) Such **Team Member** shall be eligible to apply on postings of permanent vacancies pursuant to Article 11.04(a)
    - (ii) Such **Team Member** shall not be eligible to apply on posting of temporary vacancies pursuant to Article 11.04(a), unless the position posted commences after the expiry of the term for which the **Team Member** was hired, except by mutual agreement between the **Team Member** and the immediate supervisor.

- (c) Temporary positions may be extended by mutual agreement between the Employer and the Union. Such agreement shall not be unreasonably withheld.

## ARTICLE 12 HOURS OF WORK

12.01 Regular hours of work for Full-Time **Team Members**, exclusive of meal periods, shall be:

### **Licensed Practical Nurse**

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

### **Health Care Aides**

- (c) seven point five (7.5) consecutive hours per day;
- (d) thirty-seven point five (37.5) hours per week averaged over one (1) complete cycle of the shift schedule.

## Rest and Meal Breaks

12.02 Regular hours of work shall be deemed to:

- (a) 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 seven point five (7.5) hours; or
  - (ii) one (1) rest period of thirty (30) minutes during each full working shift of seven point seven five (7.75) hours or seven point five (7.5) 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) include, as scheduled by the Employer, one rest period of fifteen (15) minutes during each half shift of not less than four (4) hours;
- (c) exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day on which the **Team Member** works in excess four (4) hours.

12.03 (a) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires a **Team Member** 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.

- (b) If a **Team Member** is recalled to duty during **their** meal period **they** shall be given a full meal period later in **their** shift, or where that is not possible, be paid for the meal period as follows:

- (i) for a meal for which the **Team Member** is entitled to be paid in accordance with Sub-Clause 12.03(a), at two times (2X) **their** basic rate of pay rather than straight time; or
- (ii) for a meal period for which the **Team Member** is not otherwise entitled to be paid, at two times (2X) **their** basic rate of pay.
- (c) If a **Team Member** is required to be readily available or to work or recalled to duty during **their** paid break, **they** shall be given a full paid break later in **their** shift, or, where that is not possible, shall be paid for the break at two times (2X) **their** basic rate of pay.

#### Posting of Master Rotations

12.04 Subject to Clauses 12.10 and 12.11 shift schedules shall be posted eight (8) weeks in advance or such shorter period as is mutually agreed between the Employer and the Union. The Employer shall allow a representative of the Union to reproduce a copy of the posted shift schedule.

#### Shift Schedule

- 12.05
- (a) Except in cases of emergency or by mutual agreement between a Regular **Team Member** and the Employer, shift schedules (during each posted period) shall provide for:
    - (i) at least fifteen point five (15.5) hours off duty between scheduled shifts;
    - (ii) at least two (2) consecutive days of rest per cycle of the shift schedule, except that, four times in a four week cycle of the shift schedule, there may be a single day of rest which may not be followed by more than five (5) consecutive working days;
    - (iii) not more than six (6) consecutive scheduled days of work.
  - (b) Except in cases of emergency or by mutual agreement between a Regular **Team Member**, the Union and the Employer, shift schedules shall provide for:
    - (i) days of rest on two (2) weekends in a four (4) week period.  
 "Weekend" means a Saturday and the following Sunday, assuring a minimum of fifty-six (56) hours off duty;
  - (c) Vacancies cannot be combined that would result in a shift schedule that violates the provisions of 12.05 (a) and (b) without mutual agreement in writing between the Union, the **Team Member** and the Employer.
  - (d) Notwithstanding the above, when a **Team Member** works a shift commencing at 2300 Sunday on **their** weekend off duty, the hour worked on Sunday between 2300 and 2400 will not be considered a violation of the scheduling provisions of this Article.

Except when application of this Article is waived by mutual agreement between the **Team Member** and the Employer, if a **Team Member** is required by the Employer to change shifts without receiving fifteen point five (15.5) hours off duty, **they** shall be entitled to premium pay at two times (2X) **their** basic rate of pay for that shift. This section does not apply to cases where Clauses 12.10 and 12.11 have been applied in altering a shift schedule.



#### Distribution of Additional Hours of Work

- 12.06 A Regular Part-time **Team Member** and Casual **Team Member** may submit in writing **their** willingness to pick up additional shifts.
- Where there are available additional shifts the Employer shall distribute the additional shifts to regular **Team Members** first and casual **Team Members** second, equitably and consistently.
- 12.07 Optional scheduling provisions may be mutually agreed to, in writing, between the Employer and the Union.
- 12.08 A Regular **Team Member** shall not be scheduled to work more than two (2) different shifts between scheduled days off except as mutually agreed between the Employer and **Team Member**.
- 12.09 A **Team Member** will not be scheduled to work more than six (6) consecutive days except as may be mutually agreed between the Employer and the **Team Member**, or in cases of emergency. Where mutually agreed, such additional days shall be paid at the basic rate of pay.

#### Shift Patterns

- 12.10 (a) The Employer, in scheduling shifts, shall take into consideration a **Team Member's** request for certain shift schedules, subject to the requirements of Clause 12.05.
- (b) The shift patterns which may be available are;
- (i) days only;
  - (ii) evenings only
  - (iii) nights only;
  - (iv) evenings and days (rotation)
  - (v) nights and evenings (rotation) by request of the **Team Member** only;
  - (vi) nights and days (rotation).

#### Schedule Changes

- 12.11 Except when application of this Article is waived by mutual agreement between the **Team Member** and the Employer, where a **Team Member's** scheduled days off are changed without fourteen (14) calendar days' notice, the **Team Member** shall be paid at two times (2X) for all hours worked on what would otherwise have been **their** off duty days.
- 12.12 Except when application of this Article is waived by mutual agreement between the **Team Member** and Employer, if, in the course of a posted schedule, the Employer changes a **Team Member's** scheduled shift or the start time of a **Team Member'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 fourteen (14) calendar days' notice of such change has been given.



### Reporting Pay

- 12.13 When a **Team Member** reports for work as scheduled, and is directed by the Employer to leave and return to work for a later shift, they shall be compensated for the inconvenience by a payment equivalent to three (3) hours' pay at **their** basic rate of pay.

### Daylight Saving Time

- 12.14 On the date fixed by proclamation, in accordance with the Daylight Saving Time Act, of 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 rate. On the date fixed by said Act for the resumption of Daylight Savings Time, the resultant reduction on one hour in the shift involved shall be effected with the appropriate deduction in regular earnings.

### Trading Shifts

- 12.15 (a) **Team Members** may trade shifts among themselves, provided that:
- (i) the trade is agreed to , in writing, between the affected **Team Members** on a Shift Trade Request Form at least 2 weeks prior to the traded shifts being worked; and
  - (ii) prior approval of such trade has been given by the **Team Member's** immediate supervisor on the Shift Trade Request Form.
- (b) Such trade shall be recorded on the shift schedule.
- (c) Such trade shall not be deemed a violation of the provisions of the Collective Agreement.

## ARTICLE 13 OVERTIME

- 13.01 Overtime is all time authorized by the Employer and worked by A **Team Member** in excess of 7.75 hours per day, and /or on the scheduled days of rest for Full-Time **Team Members**.

The Employer shall designate an individual on the facility premises who may authorize overtime. The Employer shall not unreasonably deny authorization after the fact for overtime worked where such overtime arises as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization.

The Employer shall provide overtime forms which are to be signed by the designated authorizing person and a copy shall be given to the **Team Member** at the time the overtime is worked.

No **Team Member** may waive **their** entitlement to overtime.

- 13.02 The overtime rate of two times (2X) the basic rate of pay shall be paid for each overtime hour worked.
- 13.03 If mutually agreed between the **Team Member** and the Employer, equivalent time off in lieu of pay may be granted. Time off not taken by the last day of March in any given year shall be paid out at overtime rates (2X).

**ARTICLE 14**  
**SALARIES**

- 14.01 The basic rates of pay as set out in the Salaries Schedule shall be applicable to all **Team Members** covered by this Collective Agreement.
- 14.02 Subject to any of the other terms of this Collective Agreement providing for the withholding of or delay in granting of an increment, a **Team Member's** basic rate of pay will be advanced to the next higher basic rate of pay following:
- (a) in the case of a Full-Time **Team Member**, one (1) year of service as a Full-Time **Team Member**; or
  - (b) in the case of a Part-Time **Team Member**, two thousand and twenty-two point seven five (2022.75) hours worked with the Employer and thereafter a further increment upon completion of each period of one thousand nine hundred and twenty five point seven five (1925.75) hours worked to the maximum increment granted to Full-Time **Team Members**. For the purposes of this Sub-Clause, "hours worked" means all the hours a **Team Member** actually works at their basic rate of pay and for all hours actually worked that would generate overtime.
- Hours worked counted towards a **Team Member's** next increment include hours worked as follows:
- (i) regular shifts;
  - (ii) relief or extra shifts;
  - (iii) paid education shifts;
  - (iv) hours worked as overtime shifts (excluding any premium calculation)
  - (v) worked Statutory Holidays;
  - (vi) paid Vacation days;
  - (vii) all paid absences;
  - (viii) shift trades.
- 14.03 When a **Team Member** is transferred to a classification with a higher rate of pay, they shall be advanced to the start rate of such higher classification, except where that start rate is lower than the **Team Member's** existing basic rate of pay. In the latter case, they shall be advanced to the next higher pay step in the Salaries Schedule for the higher classification provided that the trial period in the new position is successfully completed.
- 14.04 When A **Team Member** is transferred to a classification with a lower rate of pay, their salary shall be adjusted immediately to the pay step in the Salaries Schedule they would have been entitled to, had they been on the lower rated classification from commencement of employment.
- 14.05 In the event that the Employer varies the duties of a job classification substantially, the Union may apply for a determination as to whether a new classification has been created.
- 14.06 Should the Employer find it necessary to create a new classification during the life of this Collective Agreement, the new classification will be included within the scope of the unit for which the Union is the certified bargaining agent provided that:

- (a) The Parties to this Collective Agreement mutually agree that the classification is within the scope of the unit for which the Union is the certified bargaining agent or, failing that;
  - (b) The Labour Relations Board rules that the new classification is within the scope of the unit for which the Union is the certified bargaining agent.
- 14.07 When a new classification is created under Clause 14.06, for which there is no pay scale in this Collective Agreement, the Employer may establish an interim pay rate and agrees to negotiate an appropriate pay scale with the Union. Failing agreement, the Parties will submit the question directly to Arbitration for settlement commencing at Clause 34.07. The resultant pay scale shall be implemented retroactively to the date the new classification was established.
- 14.08 **Team Members** required by the Employer to attend 'attendance required' meetings, including in-service meetings, staff meetings and committee meetings (except as provided in Clauses 32.01) shall be paid at the applicable rate of pay for attendance at such meetings.
- 14.09 Provided not more than three (3) years have elapsed since the experience was obtained, when a **Team Member** has experience satisfactory to the Employer, **their** starting salary shall be adjusted by applying the following formula:
- (i) advance starting rate to the second (2<sup>nd</sup>) step in the salary scale if more than four thousand and forty-five point five (4045.5) hours, or
  - (ii) advance starting rate to the third (3<sup>rd</sup>) step in the salary scale if more than six thousand and sixty-eight point two five (6068.25) hours, or
  - (iii) advance starting rate to the fourth (4<sup>th</sup>) step in the salary scale if more than eight thousand and ninety-one (8091) hours, or
  - (iv) advance starting rate to the fifth (5<sup>th</sup>) step in the salary scale if more than ten thousand, one hundred and thirteen point seven five (10,113.75) hours, or
  - (v) advance starting rate to the sixth (6<sup>th</sup>) step in the salary scale if more than twelve thousand, one hundred and thirty six point five (12,136.5) hours, or
  - (vi) advance starting rate to the seventh (7<sup>th</sup>) step in the salary scale if more than fourteen thousand, one hundred and fifty nine point two five (14,159.25) hours, or
  - (vii) advance starting rate to the eighth (8<sup>th</sup>) step in the salary scale if more than one thousand, one hundred and eighty two (1,182) hours.
- 14.10 Only **Team Members** entitled to designation as a Licensed Practical Nurse (LPN) pursuant to the Health Professions Act R.S.A. 2000, c.II-7 as amended, shall be employed and paid as a Licensed Practical Nurse.
- Only **Team Members** certified or deemed competent as Health Care Aides (HCA) shall be employed and paid as a Health Care Aide.



- 14.11 The Employer agrees that all wages shall be paid on the tenth (10<sup>th</sup>) and the twenty-fifth (25<sup>th</sup>) day of each month. Paydays will be by direct deposit, into the **Team Member's** account at a major banking/financial institution of the **Team Member's** choice. If a pay day (10<sup>th</sup> and 25<sup>th</sup> of the month) falls on a Saturday or Sunday, **Team Members** are paid on the preceding Friday and if it falls on a named holiday, pay day is the preceding workday. The **Team Member** will receive a statement of earnings with all deductions on the day preceding the payday.

#### **ARTICLE 15** **SHIFT DIFFERENTIAL**

- 15.01 A Shift Differential of two dollars and twenty-five cents (\$2.25) per hour shall be paid:
- (a) to **Team Members** working a shift where the majority of such shift falls within the period fifteen hundred (1500) hours to twenty-three hundred (2300) hours; or
  - (b) to **Team Members** for each regularly scheduled hour worked between fifteen hundred (1500) hours to twenty-three hundred (2300) hours, provided that greater than one (1) hour is worked between fifteen hundred (1500) hours to twenty-three hundred (2300) hours;
  - (c) to **Team Members** for all overtime hours worked which fall within the period of fifteen hundred (1500) hours to twenty-three hundred (2300) hours.
- 15.02 A Shift Differential of five dollars (\$5.00) per hour shall be paid:
- (a) to **Team Members** 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 provided that greater than one (1) hour is worked between twenty-three hundred (2300) hours and zero seven hundred (0700) hours; or
  - (b) to **Team Members** for each regularly scheduled hour worked between twenty-three hundred (2300) hours to zero seven hundred (0700) hours provided that greater than one (1) hour is worked between twenty-three hundred (2300) hours and zero seven hundred (0700) hours.
  - (c) to **Team Members** for all overtime hours worked which fall within the period of twenty-three hundred (2300) hours to zero seven hundred (0700) hours.
- 15.03 All premiums payable under this Article shall not be considered as part of the **Team Member's** basic rate of pay.
- 15.04 Where applicable, a **Team Member** shall be eligible to receive both Shift Differential and Weekend Premium.

#### **ARTICLE 16** **WEEKEND PREMIUM**

- 16.01 A Weekend Premium of three dollars and twenty-five cents (\$3.25) per hour shall be paid:



- (a) to **Team Members** working a shift wherein the majority of such shift falls within a fifty-six (56) hour period commencing at twenty-three hundred (2300) hours on a Friday; or
  - (b) to **Team Members** working each regularly scheduled hour worked after twenty-three hundred (2300) hours on a Friday provided that greater than one (1) hour is worked within a fifty-six (56) hour period commencing at twenty-three hundred (2300) hours on a Friday;
  - (c) to **Team Members** working all overtime hours which fall within the fifty-six (56) hour period commencing at twenty-three hundred (2300) hours on a Friday.
- 16.02 All premiums payable under this Article shall not be considered as part of the **Team Member's** basic rate of pay.
- 16.03 Where applicable, a **Team Member** shall be eligible to receive both Shift Differential and Weekend Premium.

#### ARTICLE 17 PYRAMIDING

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

#### ARTICLE 18 TEAM MEMBER-MANAGEMENT ADVISORY COMMITTEE

- 18.01 A **Team Member-Management Advisory Committee (TMMAC)** shall be established. The desired functions of the TMMAC are to examine and make recommendations regarding the concerns of **Team Members** relative to workload issues, resident care, safety and security, professional responsibility and other matters related to employment, not covered within the Collective Agreement.
- 18.02 The **Team Member-Management Advisory Committee** shall meet within ten (10) calendar days upon request of either Party. The guideline for the meetings shall be the agreed Terms of Reference.
- The minutes of the meeting shall be subject to approval by both Parties and upon approval by both Parties, the approved minutes shall be posted on the Union bulletin board.
- 18.03 The local representative of the Union shall provide the names of up to two (2) elected **Team Members** and the Employer shall provide the names of up to two (2) appointed representatives to sit on the TMMAC.
- 18.04 There will be no loss of pay for attendance at TMMAC meetings.

#### ARTICLE 19 RESIGNATION AND TERMINATION

- 19.01 A **Team Member** shall give the Employer at least fourteen (14) calendar days' notice of termination of employment.
- 19.02 Vacation Pay on Termination

- (a) If employment is terminated by **A Team Member** without giving proper notice, pursuant to Clause 19.01 above, notwithstanding any other provisions of the Collective Agreement, such **Team Member** shall receive vacation pay at the rate prescribed in the Employment Standards Code concerning vacation with pay. The Employer may waive this clause if termination is due to illness or for other reasons which are acceptable to the Employer.
- (b) If employment is terminated by the **Team Member**, and proper notice given, or if the **Team Member** is discharged for just cause, the **Team Member** shall receive vacation pay in lieu of the unused period of vacation entitlement at the **Team Member's** basic rate of pay.

## ARTICLE 20 TRANSPORTATION

- 20.01 Regular **Team Members** who normally travel from the Centre to **their** place of residence by means of public transportation following the completion of **their** shift, but are 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.
- 20.02 A Regular **Team Member** who is called back to the Centre shall be reimbursed for reasonable, necessary, and substantiated transportation expense and, if the Regular **Team Member** travels for such purpose by private automobile, reimbursement shall be at the rate of fifty-two cents (\$0.52) per kilometer from the **Team Member's** residence to the Centre and return.
- 20.03 Where a Regular **Team Member** is assigned duties necessitating the use of **their** automobile, **they** shall be reimbursed pursuant to Clause 20.02.

## ARTICLE 21 NAMED HOLIDAYS

- 21.01 (a) Regular Full-Time **Team Members** shall be entitled to receive a day off with pay on or for the following Named Holidays:
 

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

Heritage Day (August Civic);

and any day proclaimed to be a holiday by the Government of the Province of Alberta or the Government of Canada.

Further, any day proclaimed by the government of the municipality to be a civic holiday for general observance by the municipal community in which the Centre is located.

- (i) With respect to Christmas Day and New Years Day, the Employer shall endeavour to schedule the **Team Member** off on one of the days and to schedule the **Team Member** to work on the other, unless mutually agreed.
- (b) Notwithstanding the foregoing, while:
  - (i) on layoff; or
  - (ii) in receipt of compensation from the Workers' Compensation Board; or
  - (iii) on an unpaid absence during which **they are** in receipt of weekly indemnity as provided for by the Long Term Disability Income Insurance Plan; or
  - (iv) on other leaves of absence in excess of thirty (30) calendar days for any reason;
 a **Team Member** shall not be entitled to the aforementioned Named Holidays.
- 21.02 Subject to Sub-Clause 21.01(b), to qualify for a Named Holiday with pay the **Team Member** must:
  - (a) Work **their** scheduled shift immediately prior to and immediately following the holiday, except where the **Team Member** is absent due reasons acceptable to the Employer; and
  - (b) Work on the holiday when scheduled or required to do so.
- 21.03 A **Team Member** required by the Employer to work on a Named Holiday shall be paid for all hours worked on a Named Holiday at one point five times (1.5 X) **their** basic rate of pay and shall receive payment for **their** regularly scheduled shift at the basic rate of pay.
- 21.04 A **Team Member** required by the Employer to work on Christmas Day or August Civic Holiday shall be paid for all hours worked on those days at double time (2X) **their** basic rate of pay and shall receive payment for **their** regularly scheduled shift at the basic rate of pay.
- 21.05 When a Named Holiday falls on a day that would otherwise be a Regular **Team Member's** regular scheduled day off, or during A **Team Member's** vacation, the **Team Member** shall be paid at the basic rate of pay.
- 21.06 The Employer shall schedule A **Team Member** in such a manner to provide **their** with days off on at least three (3) of the actual Named Holidays as provided in this Article.
- 21.07 With respect to Christmas Day and New Years Day, the Employer shall endeavour to schedule the **Team Member** off on one of the days and to schedule the **Team Member** to work on the other, unless mutually agreed.

## **ARTICLE 22**

### **ANNUAL VACATION**

- 22.01 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 day of April in each calendar year and concluding on the last day of March of the following calendar year.
- (c) Regular Full-Time **Team Members** will commence earning vacation entitlement upon the date of commencement of employment.

22.02

#### Vacation Entitlement

- (a) During each year of continuous service in the employ of the Employer, a **Team Member** shall earn entitlement to a vacation with pay to be taken in the next following vacation year and the rate of earning entitlement shall be as follows:
  - (i) during the first (1<sup>st</sup>) year of employment A **Team Member** earns a vacation at the rate of ten (10) working days;
  - (ii) during the second (2<sup>nd</sup>) through fourth (4<sup>th</sup>) years of employment, a **Team Member** earns vacation at the rate of fifteen (15) working days;
  - (iii) during the fifth (5<sup>th</sup>) through tenth (10<sup>th</sup>) years of employment, a **Team Member** earns a vacation at the rate of twenty (20) working days;
  - (iv) during the eleventh (11<sup>th</sup>) through fourteenth (14<sup>th</sup>) years of employment, a **Team Member** earns a vacation at the rate of twenty-two (22) working days.
  - (v) during the fifteenth (15<sup>th</sup>) and subsequent years of employment, A **Team Member** earns a vacation at the rate of twenty-five (25) working days.
- (b) **Team Member** with less than a year of service  
 A **Team Member** who has less than one (1) year of service prior to the first (1<sup>st</sup>) day of April in any one (1) year shall be entitled to a vacation calculated on the number of months from the date of employment in proportion to which the number of months of the **Team Member's** service bears to twelve (12) months.

22.03

- (a) Notwithstanding Clause 22.02, vacation with pay shall not accrue during periods while:
  - (i) on layoff; or
  - (ii) on unpaid absence during which **they are** in receipt of weekly indemnity as provided for by the Long Term Disability Income Insurance Plan; or
  - (iii) in receipt of compensation from the Workers' Compensation Board; or
  - (iv) on leave of absence in excess of thirty (30) calendar days for any reason.
- (b) Vacation benefits will accrue during the remainder of the vacation year proportionate to the period worked.

22.04

#### Time of Vacation

The scheduling of vacation shall be by mutual agreement.

- (a) (i) The Employer shall post the vacation schedule planner by February 1<sup>st</sup> of each year. At this time, the Employer shall provide guidance as to the reasonable number of **Team Members** who can be granted vacation at the same time. Where a **Team Member** submits **their** vacation preference by March 31<sup>st</sup> of that year, the Employer shall indicate approval or disapproval of that vacation request and shall post the resulting vacation schedule by May 1<sup>st</sup> of the same year. Where the number of **Team Members** indicating a preference for a specific period exceeds the number of **Team Members** as determined by the Employer that can be allocated vacation during that period, seniority shall be the deciding factor.
- (ii) When a **Team Member** submits a request in writing after April 1, the request will not supersede those received prior to April 1, regardless of seniority. The Employer shall indicate approval or disapproval in writing by May 15 for requests received between April 1 and May 1. The Employer shall indicate approval or disapproval in writing of vacation requests received after May 1 within 14 days of the request.
- (b) Vacation earned during one (1) vacation year and not scheduled or taken by the end of the next vacation year will be paid out in the last pay period in March of that vacation year unless otherwise mutually agreed to between the **Team Member** and the Employer.
- (c) **Team Members** may schedule vacation by single days, or any combination of periods of time for vacation.
- (d) Once vacations are authorized by the Employer, they shall not be changed except in cases of emergency or by mutual agreement between the Employer and the **Team Member**.
- (e) No **Team Member** is responsible for making arrangements for replacements.
- (f) Notwithstanding Article 22.04(b), a **Team Member** may be allowed, upon written request and by mutual agreement to carry forward up to three (3) weeks of **their** year's vacation entitlement to the next vacation year. Such request for carrying over of vacation shall be submitted not later than January 31<sup>st</sup>. Such week of earned vacation carried over may not be utilized during the months of July or August nor during the period December 15 to the next following January, unless mutually agreed between the Employer and the **Team Member**.
- (g) (i) Subject to Article 22.04 (d) (ii), the Employer shall grant the annual vacation to which the **Team Member** is entitled in one unbroken period, except during the period June 1 to August 31 inclusive, during which **Team Members** may request a maximum of three weeks, unless mutually agreed between the Employer and the **Team Member**.
- (ii) Upon request of the **Team Member**, the Employer may grant a **Team Member's** request to divide the **Team Member's** vacation. Such request shall not be unreasonably denied.

- (iii) A **Team Member** 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 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 **Team Members**.
  - (h) 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.
- 22.05 A **Team Member** 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.
- 22.06 A **Team Member** when unable to return to work from vacation as scheduled shall notify the Employer as soon as reasonably possible. The **Team Member** shall provide a good and reasonable explanation.

#### ARTICLE 23 TEAM MEMBER BENEFITS PLAN

- 23.01 (a) Eligible **Team Members** shall participate in the benefits plans as a condition of employment until age 70 except in the case of Long Term Disability Insurance Plan until age 65.
- Either single or family coverage including common law relationships of twelve (12) months or greater.
- (b) (i) A **Team Member** may opt-out of extended health and or extended dental coverage by confirming benefit and insurance coverage with another carrier.
  - (ii) **Team Members** may enroll in the Benefits Plan on any date confirming qualifying life change or coverage change or any other time subject to the late entrant provisions of the Plan.
- 23.02 The Employer shall provide the following group plans for which participation is compulsory for all eligible **Team Members**:
- (a) Prescription drug coverage, which provides eighty percent (80%) reimbursement of eligible expenses with no overall maximum and no deductible of current year costs and a maximum dispensing fee;
  - (b) Extended Health coverage, which provides one hundred percent (100%) reimbursement of eligible expenses up to the maximums of current year costs plus vision care coverage providing for an eye exam every 24 months and up to four hundred dollars (\$400) every two calendar years per person for corrective lenses including contact lenses;
  - (c) Extended Dental coverage which provides eighty percent (80%) reimbursement of eligible basic services; fifty percent (50%) reimbursement of eligible extensive services; and fifty percent (50%) reimbursement of eligible orthodontic services; of current year costs;



A maximum annual reimbursement of two thousand dollars (\$2000.00) per insured person per benefit year shall apply to Levels I through IV services. Orthodontic services shall be subject to a lifetime maximum reimbursement of two thousand dollars (\$2000.00) per insured person.

- (d) Group Benefits, which cover life insurance and accidental death and dismemberment insurance in an amount of one times (1X) gross annual earnings to the next highest \$1,000, whichever is greater and maximum amount coverage of \$150,000; and
- (e) Long-term Disability Insurance.
- (f) A direct electronic pay card for all dental and prescription drug plan reimbursements.

- 23.03 Where the benefits specified in Article 23.02 are provided through insurance obtained by the Employer, the administration of such plans shall be subject to and governed by the terms and conditions of the policies or contracts entered into with the underwriters of the plan.
- 23.04 The premium costs shall be shared 75% by the Employer and 25% by the **Team Member**.
- 23.05 The Employer shall distribute to all **Team Members** brochures and other relevant information concerning the above plans, upon hiring and when there are changes to the plans.
- 23.06
  - (a) The Employer shall provide one copy of each of the plans to the Provincial Office of The Alberta Union of Provincial Employees.
  - (b) The Employer shall advise The Alberta Union of Provincial Employees of all premium rate changes pursuant to Article 23.01.
- 23.07 Such coverage shall be provided to Regular and Temporary **Team Members** except for:
- (a) A Part-Time **Team Member** whose regularly scheduled hours of work are fewer than fifteen (15) hours per week;
  - (b) A Temporary **Team Member** who works fewer than 25 hours per week averaged over one complete Cycle of the Shift Schedule or who is hired to work for a position of less than six months.
- 23.08 The Employer shall advise the **Team Members** covered by benefits of all premium rate changes. This shall be provided in writing as soon as practicable after the Employer is notified of it.
- 23.09 Eligible **Team Members** may decline extended health and/or extended dental coverage provided that they can provide proof of comparable coverage.

#### ARTICLE 24 SICK LEAVE

- 24.01 Sick leave is provided by the Employer, for the purpose of maintaining regular earnings, during absences due to illness or accidents for which compensation is not payable under the Workers' Compensation Act or for quarantine by a Medical Officer of Health.

- 24.02 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.
- 24.03 Effective the date of ratification, after a **Team Member** has completed their probationary period they shall be allowed a credit for sick leave from the date of employment at the rate of one point two-five (1.25) working days for each full month of employment up to a maximum credit of one hundred (100) working days provided, however, that a **Team Member** shall not be entitled to apply sick leave credit prior to the completion of their probationary period. In the case of:
- (a) illness;
  - (b) injury;
  - (c) layoff;
  - (d) leave of absence;
  - (e) unpaid leave while in receipt of weekly indemnity as provided for by the Long Term Disability Insurance Plan;
  - (f) periods while in receipt of compensation from the Workers' Compensation Board;
- sick leave shall not accrue.
- 24.04 **Team Members** reporting sick shall advise the Employer as soon as possible and regularly thereafter as required by the Employer. **Team Members** may be required to submit satisfactory proof to the Employer of any illness, non-occupational accident or quarantine when circumstances make it reasonable to do so.
- When a medical doctor's certificate is required, the **Team Member** shall be notified during their absence from work that a medical doctor's certificate will be required upon the **Team Member's** return to work. The Employer shall reimburse the **Team Member** for the full cost of the medical doctor's certificate.
- 24.05 Subject to Clauses 24.01, 24.02, 24.03 and 24.04 above, a **Team Member** granted sick leave shall be paid at their basic rate of pay for regularly scheduled shifts absent due to illness, and the number of hours thus paid shall be deducted from their accumulated sick leave credits up to the total amount of their accumulated credits at the time the sick leave commenced.
- 24.06
- (a) When a **Team Member** has accrued the maximum sick leave credit of one hundred (100) working days they shall no longer accrue sick leave credits until such time as their total accumulation is reduced below the maximum. At that time they shall recommence accumulating sick leave credits.
  - (b) If a **Team Member** requires time off for the purpose of attending a specialist dental, physiotherapy, specialist optical or specialist medical appointment, provided they have been given prior authorization by the Employer, such absence shall be charged against their accumulated sick leave.

- 24.07 (a) Except as hereinafter provided, sick leave will not be paid in respect of any illness or injury which is incurred during a period of scheduled vacation once vacation leave has commenced. In the event that the illness or injury prevents the **Team Member** from resuming their duties at the conclusion of the vacation period and they substantiated their claim for sick leave, income continuance thereafter will be in accordance with Clause 24.05. Notwithstanding the foregoing, should a **Team Member** demonstrate to the satisfaction of the Employer that they admitted to a hospital as an "in-patient" during the course of their vacation, they shall be deemed to be on sick leave for the period of the stay in hospital, subject to the provisions of Clause 24.05. Vacation time not taken as a result of such stay in hospital shall be rescheduled to a mutually agreed later time frame.
- (b) In the event an illness or injury preventing a **Team Member** from performing their usual duties, occurs prior to the scheduled start of the vacation period, and provided proper substantiation of their claim to sick leave has been provided, the absence on account of the illness or injury will be treated as sick leave pursuant to Clause 24.05 until the **Team Member** has recovered sufficiently to permit the resumption of their usual duties. Time not utilized as vacation leave as a result of the above illness or injury will be rescheduled to a mutually agreed later time frame.
- 24.08 Upon request of a **Team Member** but not more frequently than once a year, the Employer shall advise a **Team Member** of their accrued sick leave credits.
- 24.09 For the purpose of computing sick leave accumulation, the following shall be counted as working days:
- (a) days on which the **Team Member** is on vacation;
- (b) days on which the **Team Member** is on leave of absence with pay pursuant to the terms of this Collective Agreement;
- (c) days on which the **Team Member** is absent from work while attending official negotiating sessions with the Employer.
- 24.10 A **Team Member** 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 or benefits except as provided in Sub-Clause 26.01(g), for the duration of the illness or as provided below, whichever first occurs. The **Team Member** shall keep the Employer advised as to when they shall be expected back to work and shall, in the case of a long-term illness, provide the Employer with fourteen (14) days' written notice of their readiness to return to work and:
- (a) if a **Team Member** is capable of performing the duties of their former position, they shall be reinstated by the Employer in the same position which they held immediately prior to their disability at not less than the same step in the salary schedule and other benefits that accrued to their prior to their disability;
- (b) if a **Team Member** is incapable of performing the duties of their former position, but is capable of performing the duties of their former classification, a reasonable effort shall be made by the Employer to place them in an available position that they are capable of performing. In such a case the Union agrees to waive the posting provisions of the Collective Agreement.



- 24.11 The reinstatement of a **Team Member** in accordance with this Article shall not be construed as being in violation of the posting and/or scheduling provisions of Article 11: Appointments, Transfers and Promotions; Article 12: Hours of Work; Article 28: Part-Time, Temporary or Casual **Team Members**.

**ARTICLE 25**  
**WORKERS' COMPENSATION**

- 25.01 (a) A **Team Member** 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 receive compensation benefits directly from the Workers' Compensation Board (WCB).
- (b) **Team Members** will be eligible to apply for sick leave benefits in accordance with Article 24: Sick Leave, during the period of time they are waiting for receipt of their claim from WCB. Sick leave benefits will be payable provided:
- (i) the **Team Member** has sick leave credits available; and
  - (ii) the **Team Member** meets the eligibility requirements for sick leave; and
  - (iii) the **Team Member** assigns their WCB benefits to the Employer, only to the extent that is required for the Employer to recover the money that was paid out for sick leave, once the WCB claim is approved. The Employer will then reinstate the **Team Member's** sick leave credits in the amount equal to the WCB reimbursement. After the money for sick leave benefits has been recovered from the assigned WCB benefits, the **Team Member** shall receive their benefits directly from the Workers' Compensation Board.
- 25.02 A **Team Member** receiving compensation benefits under Clause 25.01 shall be deemed on Workers' Compensation leave and shall:
- (a) remain in the continuous service of the Employer for the purpose of salary increments and Prepaid Health Benefits;
  - (b) cease to earn vacation and sick leave credits subject to Clauses 22.03 and 24.03;
  - (c) not be entitled to Named Holidays with pay falling within the period of Workers' Compensation leave.
- 25.03 A **Team Member** on Workers' Compensation leave and who is certified by the Workers' Compensation Board to be fit to return to work and who is:
- (a) capable of performing the duties of their former position, shall provide the Employer with twenty-eight (28) days' written notice of readiness to work. Such advance notice shall not be required in the case of short term absence on Workers' Compensation leave, i.e. where the expected duration of the leave at the time of onset was less than twenty-eight (28) calendar days. The Employer shall then reinstate the **Team Member** in the same position held by them immediately prior to the disability with benefits that accrued to the **Team Member** prior to the disability;

- (b) incapable of performing the duties of **their** former position, but is capable of performing the duties of **their** former classification, shall notify the Employer of **their** readiness to return to work. The Employer shall then reinstate **their** to a position for which **they** are capable of performing the work entailed, upon the occurrence of the first such available vacancy with benefits that accrued to **their** prior to the disability;
  - (c) incapable of performing the duties of **their** former classification and is no longer receiving a benefit from the Workers' Compensation Board, may make application for any benefits for which **they** are eligible under Article 23: **Team Member** Benefits Plan or Article 24: Sick Leave.
- 25.04 The reinstatement of a **Team Member** in accordance with this Article shall not be construed as being in violation of the posting and/or scheduling provisions of Article 11: Appointments, Transfers and Promotions; Article 12: Hours of Work; Article 28: Part-Time, Temporary and Casual **Team Members**.
- 25.05 At the expiration of twenty-four (24) months from the first day of absence as a result of a disability while on duty in the service of the Employer:
- (a) a **Team Member** who is not capable of resuming work pursuant to Sub-Clause 25.03(a); or
  - (b) for whom, after a reasonable effort having been made pursuant to Sub-Clause 25.03 (b), alternate employment is not available,
- it shall be deemed that the employment relationship has terminated, provided such termination is not contrary to any right conferred under:
- (a) this Agreement;
  - (b) any applicable law of Canada;
  - (c) any applicable law of Alberta.
- 25.06 At the time it is determined that an absence due to injury which is compensable pursuant to the Workers' Compensation Act, is expected, or will continue for a period in excess of six (6) months from the date of onset of the condition, the Employer will provide the **Team Member** with the appropriate form to submit a pending claim to the Underwriter of the Long Term Disability Income Insurance.
- 25.07 Any and all obligations of the Employer shall be negated should the **Team Member** fail to keep the Employer informed of the prognosis of **their** condition in a prompt and timely manner.

## **ARTICLE 26**

### **LEAVES OF ABSENCE**

- 26.01 General Conditions
- (a) Requests for a leave of absence will be made in writing to the **Team Member's** Supervisor six (6) weeks in advance, except that in extenuating circumstances the time factor may be waived or reduced. The granting of leaves of absence is subject to the approval of the Employer.
- The Employer shall not unreasonably deny any request for a leave of absence.
- No **Team Member** shall be responsible for **their** replacement in order to receive approval of the Employer.



Apart from exceptional circumstances the Employer will reply in writing to a request for leave of absence within fourteen (14) days of receipt of the request.

- (b) Except as provided in Sub-Clause 26.01(c), during leaves of absence without pay of longer than thirty (30) calendar days, subject to approval by the Insurer (s), **Team Members** may elect to maintain coverage of contributory plans specified in Article 23: **Team Member Benefits Plan**, provide that the **Team Member** makes prior arrangements to pay full premium costs. If the **Team Member** fails to remit the full payment required above, **their** reinstatement in any and all plans shall be subject to the enrolment and other requirements of the underwriter.
- (c) For the portion of maternity leave during which a **Team Member** has a valid health-related reason for being absent from work and who is in receipt of sick leave or LTD, benefit plan premium payments shall be administered in the same fashion as a **Team Member** absent due to illness.
- (d) A **Team Member** who has been granted leave of absence and overstays the leave without permission of the Employer, shall automatically terminate **their** employment with the Employer, except in cases of extenuating circumstance acceptable to the Employer.
- (e) **Team Members** shall not be entitled to Named Holidays with pay, which may fall during a period of leave of absence without pay.
- (f) **Team Members** granted leave of absence for more than thirty (30) calendar days may, at the discretion of the Employer, be required to use up accumulated vacation entitlement prior to commencing the unpaid portion of **their** leave of absence.
- (g) When a **Team Member** is on leave of absence without pay and is receiving WCB or LTD benefits, **they** may continue participation in the Alberta Health Care Insurance Plan for the period of **their** employment pursuant to Clause 24.11 or 25.02 whichever is applicable from the last day of paid sick leave, by paying the full premium costs to the Employer.
- (h) The **Team Member** shall not work for gain during the period of leave of absence except with the express written consent of the Employer.

## 26.02

### Leave for Union Business

- (a) A Union member may make a request for a leave of absence to perform the duties of any office of the Union.
- (b) The Employer shall not unreasonably withhold leave of absence for **Team Members** 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 26.02 (a), (b) and (c) has been approved, it is granted with pay. The Union shall reimburse the Employer for all monies paid to the **Team Member** while on leave, plus an amount to cover the **Team Member's** benefits and the Employer's administrative costs.



- (e) One (1) **Team Member** 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. If it is permissible under the pension and group life plans and any other welfare plans, the **Team Member** shall have the right to pay the full cost, including the Employer's share, during the period of such leave.

26.03

Terminal Care Leave

- (a) A **Team Member** with a qualified relative in the end-stage of life, for whom the **Team Member** would be eligible for compassionate care benefits under Employment Insurance legislation, shall be entitled to leave of absence without pay for a period up to six (6) months. The **Team Member** may choose to continue their group benefits provided they pay for the full premium charged by the carrier. Qualified relative means a person in a relationship to the **Team Member** for whom the **Team Member** would be eligible for the compassionate care benefit under Employment Insurance legislation.
- (b) **Team Members** may be required to submit to the Employer satisfactory proof demonstrating the need for Terminal Care Leave.

26.04

Parental Leave

(A) Maternity Leave

A **Team Member** who has completed six (6) months' continuous employment shall, upon their written request, providing at least twenty-eight (28) calendar days' advance notice, be granted maternity leave to become effective at any time during the twelve (12) weeks immediately preceding the expected date of delivery, provided that they commence maternity leave no later than the date of delivery. If, during the twelve (12) week period immediately preceding the estimated date of delivery, the pregnancy interferes with the performance of the **Team Member's** duties, the Employer may, by notice in writing to the **Team Member**, require the **Team Member** to commence maternity leave forthwith.

Such leave shall be without pay and benefits, except for the portion of maternity leave during which the **Team Member** has a valid health-related reason for being absent from work and is also in receipt of sick leave or LTD. Maternity leave shall not exceed twelve (12) months unless mutually agreed otherwise between the Employer and the **Team Member**.

A **Team Member** requesting an extension of maternity leave and who has unused vacation entitlement may be required to take the vacation pay as a part or all the period of the extension.

(B) Paternity Leave

A father-to-be who has completed six (6) months' continuous employment shall upon their written request, be granted an unpaid leave to commence two (2) weeks prior to the delivery or such longer period as may be mutually agreed between the **Team Member** and the Employer. Such leave shall be without pay and benefits and shall not exceed thirty-seven (37) weeks.

A **Team Member** on parental leave shall provide the Employer with at least twenty-eight (28) calendar days' notice, in writing of their readiness to return to work. Where a **Team Member** is entitled to resume work pursuant to this Clause, the Employer shall:

- (i) reinstate the **Team Member** in the position occupied when parental leave started; or
- (ii) provide the **Team Member** with alternative work of a comparable nature at not less than the earnings and other benefits that had accrued to the **Team Member** when the parental leave started.

In the event that during the period of a **Team Member's** parental leave, the position from which the **Team Member** is on such leave has been eliminated due to reduction of the workforce or discontinuation of an undertaking or activity and the Employer has not increased the workforce or resumed operations on the expiry of the **Team Member's** parental leave and the returning **Team Member** does not have sufficient seniority to displace any other incumbent, the name of the **Team Member** will be added to the list of laid off **Team Members**. Upon increasing the workforce, resumption of the business, undertaking, or activity, recall or reinstatement to the workforce shall be in compliance with Clause 29.04.

26.05

#### Adoption Leave

- (a) A **Team Member** who has completed six (6) months' continuous employment shall upon written request, giving twenty-eight (28) calendar days' notice before the **Team Member** can reasonably expect to first obtain custody of the child being adopted, be granted leave without pay for up to twelve (12) months as necessary for the purpose of adopting a child.
- (b) Where the **Team Member** is unable to comply with (a) the **Team Member** may commence adoption leave upon one day's notice 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)
  - (i) Subject to section (ii) a **Team Member** granted adoption leave shall provide the Employer with twenty-eight (28) days' notice, in writing of their readiness to return to work, following which the Employer will reinstate them in the same or an equivalent position at not less than the same step in the pay scale and other benefits that accrue to them up to the date they commenced leave.
  - (ii) In the event that during the period of a **Team Member's** adoption leave, the position from which the **Team Member** is on such leave has been eliminated due to reduction of the workforce or discontinuation of the undertaking or activity and the Employer has not increased the workforce or resumed operations on the expiry of the **Team Member's** adoption leave and the returning **Team Member** does not have sufficient seniority to displace any other incumbent, the name of the **Team Member** will be added to the list of laid off **Team Members**. Upon increasing the workforce, resumption of the business, undertaking or activity, recall or reinstatement to the workforce shall be in compliance with Clause 29.04.

26.06

#### Court Appearance

- (a) In the event a Regular or Temporary **Team Member** is required to appear before a court of law for jury selection, as a member of a jury or as a witness in matters arising out of their employment with the Employer, the **Team Member** shall:

- (i) suffer no loss of regular earnings at **their** basic rate of pay for the scheduled shifts so missed;
  - (ii) be paid at **their** basic rate of pay for the hours of attendance at court on **their** scheduled day(s) of rest, and be granted an alternate day(s) of rest as scheduled by the Employer. Such rescheduling of the day(s) of rest shall not be construed to be a violation of the scheduling provisions in Article 12: Hours of Work;
  - (iii) assign to the Employer all pay for such court appearance.
- (b) In the event a Regular or Temporary **Team Member** is scheduled to work on the evening or night shift(s) on the day(s) **they** are required to appear before a court for the reasons stated in (a), **they** shall be granted a leave of absence for those scheduled shift(s) so missed and shall suffer no loss of regular earnings at **their** basic rate of pay.
  - (c) Where a Regular or Temporary **Team Member** is required by law to appear before a court of law for reasons other than those stated in (a) above, **they** shall be granted a leave of absence without pay.

26.07

Bereavement Leave

- (a) Upon request, a **Team Member** shall be granted reasonable leave of absence in the event of a death of a member of the **Team Member'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, niece, nephew, aunt, uncle, grandparent, grandchild, guardian or fiancée). 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 **Team Member's** immediate family.

For the first four (4) calendar days of such leave of absence, beginning with the date following the date of death, the **Team Member** shall be paid at the basic rate of pay for each regularly scheduled shift that is missed.

Where bereavement leave may be extended by reason of travel to attend the funeral, the Employer may extend bereavement leave by two (2) additional days. The Employer may request reasonable evidence of travel.

The Employer may extend bereavement leave based on the **Team Member's** individual circumstances. The **Team Member** may apply vacation or banked overtime to the additional leave.

- (b) In the event of a death of another relative or close friend, the Employer may grant up to one (1) working day off without pay to attend the funeral services.
- (c) A **Team Member** shall not be required to take previously unscheduled vacation leave in lieu of bereavement leave when **they** entitled to that bereavement leave.



26.08 Special Leave

If a **Team Member** is unable to report to work as the result of illness in the immediate family or for any other pressing necessity requiring the **Team Member's** personal attention, they shall inform the Employer of such with as much advance notice as possible and they shall use either a vacation day, banked overtime, or unpaid leave of absence for the hours not worked. The **Team Member** may use paid sick leave for the hours not worked as a result of illness in the immediate family. Such absence from work shall not exceed four (4) working days per year.

26.09 Education Leave

- (a) For the purpose of determining salary increments, a **Team Member** who is granted leave of absence for education purposes related to their position, subject to the conditions provided in Clause 26.01, 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 a **Team Member's** educational leave, they may work as a Casual **Team Member** with the Employer without adversely affecting their reinstatement to the position from which they are on leave.

26.10 Benefits

- (a) Benefits do not accrue during any leave of absence without pay in excess of thirty (30) calendar days except as provided in 26.01(b).

**ARTICLE 27**  
**REGISTERED RETIREMENT SAVINGS PLAN (RRSP)**

27.01 The Employer shall offer a pension plan in the form of a Registered Retirement Saving Plan to all regular **Team Members** whose contribution will be on a voluntary basis, provided they are scheduled to work at least 15 hours per week.

The Employer shall match contributions made by eligible **Team Members** in accordance with following schedule:

- Matching up to three percent (3%) of regular earnings after one (1) year of service; and
- Matching up to four percent (4%) of regular earnings after two (2) years of service; and
- Matching up to five percent (5%) of regular earnings after three (3) years of service; and
- Matching up to five point five percent (5.5%) of regular earnings after seven (7) years of service.

27.02 **Team Member** contributions to the RRSP and any eligible Employer contributions will be deposited on a semi-monthly basis, no later than five (5) business days after payday. **Team Members** may make additional contributions up to the Canada Revenue Agency limits beyond the amount eligible for matching Employer contributions. Such contributions will not require any additional contributions by the Employer.

- 27.03 Withdrawals are not permitted unless a **Team Member** retires, terminates employment or dies while employed, except for the purpose of a first-time home purchase or to pay for post-secondary education.
- 27.04 The Employer shall distribute to all **Team Members** brochures and other relevant material outlining the above plan upon hiring and when there are changes to the plan.

#### ARTICLE 28

##### PART-TIME, TEMPORARY AND CASUAL TEAM MEMBERS

- 28.01 All provisions of this Collective Agreement shall apply to Regular Part-Time **Team Members**, except:

Article 12: Hours of Work  
Article 13: Overtime  
Article 21: Named Holidays  
Article 22: Annual Vacation  
Article 24: Sick Leave

which are superceded by the following:

##### Hours of Work

- 28.02 Regular hours of work for Part-Time **Team Members**, exclusive of meal periods, shall be up to seven point seven five (7.75) LPNs, and seven point five (7.5) HCAs, consecutive hours in any day and shall be less than thirty-eight point seven five (38.75) or thirty-seven point five (37.50) hours per week, averaged over one (1) complete cycle of the shift schedule. The ratio of work days to non-work days shall not exceed 5:2 over one (1) complete cycle of the shift schedule.

##### Rest and Meal Breaks

- 28.03 Regular hours of work shall be deemed to:
- (a) include, as scheduled by the Employer, either two (2) rest periods of fifteen (15) minutes during each full working shift of seven point seven five (7.75) or seven point five (7.5) hours; or  
one (1) rest period of thirty (30) minutes during each full working shift of seven point seven five (7.75) or seven point five (7.5) hours, if this is more compatible with the scheduling of work assignments,  
the alternative to be applied shall be at the discretion of the Employer; or  
include, as scheduled by the Employer, one (1) rest period of fifteen (15) minutes during each half shift of not less than four (4) hours;
  - (b) exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day on which the **Team Member** works in excess of four (4) hours.
  - (c) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires a Part-Time **Team Member** 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.

- (d) If a Part-Time **Team Member** is recalled to duty during **their** meal period **they** shall be given a full meal period later in **their** shift, or, where that is not possible, be paid for the meal period as follows:
  - (i) for a meal period for which the Part-Time **Team Member** is entitled to be paid in accordance with Sub-Clause 28.03, (c) at two times (2X) **their** basic rate of pay rather than at straight time; or
  - (ii) for a meal period for which the Part-Time **Team Member** is not otherwise entitled to be paid, at two times (2X) **their** basic rate of pay.

#### Posting of Master Rotations

28.04 Subject to Clause 28.10 shift schedules shall be posted eight (8) weeks in advance or such shorter period as is mutually agreed between the Employer and the Union. The Employer shall allow a representative of the Union to reproduce a copy of the posted shift schedule.

#### Shift Schedules

- 28.05
- (a) Except in cases of emergency or by mutual agreement between a Part-Time **Team Member** and the Employer, shift schedules (during each posted period) shall provide for:
    - (i) at least fifteen point five (15.5) hours off duty between scheduled shifts;
    - (ii) at least two (2) consecutive days of rest per cycle of the shift schedule, except that, four times in a four week cycle of the shift schedule, there may be a single day of rest which may not be followed by more than five (5) consecutive working days;
    - (iii) not more than six (6) consecutive scheduled days of work.
  - (b) Except in cases of emergency or by mutual agreement between a Regular **Team Member**, the Union and the Employer, shift schedules shall provide for:
    - (i) days of rest on two (2) weekends in a four (4) week period.  
 "Weekend" means a Saturday and the following Sunday, assuring a minimum of fifty-six (56) hours off duty;
  - (c) Vacancies cannot be combined that would result in a shift schedule that violates the provisions of 28.05(a) and (b) without mutual agreement in writing between the Union, the **Team Member** and the Employer.
  - (d) Notwithstanding the above, when a **Team Member** works a shift commencing at 2300 Sunday on **their** weekend off duty, the hour worked on Sunday between 2300 and 2400 will not be considered a violation of the scheduling provisions of this Article.

Except when application of this Article is waived by mutual agreement between the **Team Member** and the Employer, if a **Team Member** is required by the Employer to change shifts without receiving fifteen point five (15.5) hours off duty, **they** shall be entitled to premium pay at two times (2X) **their** basic rate of pay for that shift. This section does not apply to cases where Clauses 28.10 and 28.11 has been applied in altering a shift schedule.



- 28.06 Optional scheduling provisions may be mutually agreed to, in writing, between the Employer and the Union.
- 28.07 A Regular Part-Time **Team Member** shall not be scheduled to work more than two (2) different shifts between scheduled days off except as mutually agreed between the Employer and the Part-Time **Team Member**.
- 28.08 A **Team Member** will not be scheduled to work more than six (6) consecutive days except as may be mutually agreed between the Employer and the **Team Member**, or in cases of emergency. Where mutually agreed, such additional days shall be paid at the basic rate of pay.

#### Shift Patterns

- 28.09 (a) The Employer, in scheduling shifts, shall take into consideration a Part-Time **Team Member's** request for certain shift schedules, subject to the requirements of Clause 28.05.
- (b) The shift patterns which may be available are:
- (i) days only;
  - (ii) evenings only;
  - (iii) nights only;
  - (iv) evenings and days (rotation);
  - (v) nights and evenings (rotation) by request of the **Team Member** only;
  - (vi) nights and days (rotation).

#### Schedule Changes

- 28.10 Except when application of this Article is waived by mutual agreement between the **Team Member** and the Employer, if, in the course of a posted schedule, the Employer changes a **Team Member's** regularly scheduled shift, or the start time of a **Team Member's** regularly scheduled shift, 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 fourteen (14) calendar days' notice of such change has been given.
- 28.11 (a) A Part-Time **Team Member** may work additional shifts.
- (b) Where a Part-Time **Team Member** volunteers or agrees when requested to work additional shifts, they shall be paid their basic rate of pay for such hours, or if applicable, at the overtime rate(s) provided in Clause 28.15:
- (i) for those hours worked in excess of seven point seven five (7.75) hours in a day; or
  - (ii) for work performed by the Part-Time **Team Member** on days in excess of the work ratio referred to in Clause 28.02.
- (c) Where the Employer requires a Part-Time **Team Member** to work without their having volunteered or agreed to do so, they shall be paid the applicable overtime rate provided in Clause 28.15.

### Reporting Pay

- 28.12 When a Part-Time **Team Member** reports for work as scheduled and is directed by the Employer to leave and return to work for a later shift, **they** shall be compensated for the inconvenience by the payment of three (3) hours' pay at the Part-Time **Team Member's** basic rate of pay.

### Daylight Saving Time

- 28.13 On the date fixed by proclamation, in accordance with the Daylight Saving Time Act, of 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 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.

### Trading Shifts

- 28.14 (a) **Team Members** may trade shifts among themselves, provided that:
- (i) the trade is agreed to, in writing, between the affected **Team Members** on a Shift Trade Request Form at least two weeks prior to the traded shifts being worked; and
  - (ii) prior approval of such trade has been given by the **Team Member's** immediate supervisor on the Shift Trade Request Form.
- (b) Such exchange shall be recorded on the shift schedule.
- (c) Such exchange shall not be deemed a violation of provisions of this Collective Agreement.

### Overtime

- 28.15 (a) Overtime is all time authorized by the Employer and worked by a **Team Member** in excess of 7.75 hours per day, and on days in excess of the work ratio referred to in Clause 28.02 above. The Employer shall provide overtime forms which are to be signed by the designated authorizing person and a copy shall be given to the **Team Member** at the time the overtime is worked.
- (b) The overtime rate of two times (2X) the basic rate of pay shall be paid for each overtime hour worked.
- (c) If mutually agreed between the Part-Time **Team Member** and the Employer, equivalent time off in lieu of pay may be granted if requested by the **Team Member**. Time off not taken by the last day of March in any given year shall be paid out.

### Named Holidays

- 28.16 (a) A Part-Time **Team Member** 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.
- (b) A Part-Time **Team Member** required to work on Christmas Day or August Civic holiday shall be paid for all hours worked on those days at two times (2X) **their** Basic Rate of Pay.

- 28.17 Regular Part-Time **Team Members** shall be paid per pay period, in addition to **their** basic rate of pay, an amount equal to four point two per cent (4.2%) times **their** hours worked in the pay period times **their** basic rate of pay in lieu of the Named Holidays.
- 28.18 With respect to Christmas Day and New Year's Day, the Employer shall endeavor to schedule the **Team Member** off on one of the days and to schedule the **Team Member** to work on the other, unless mutually agreed.

#### Annual Vacation

- 28.19 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 **Team Members** will commence earning vacation entitlement upon the date of commencement of employment.

- 28.20 (a) Vacation Entitlement

Regular Part-Time **Team Members** shall be entitled to receive time off for vacation purposes based on the number of years of continuous employment as outlined below, and shall receive vacation pay in accordance with Clause 28.23:

- (i) during the first (1st) year of employment, a Part-Time **Team Member** accumulates vacation at the rate of ten (10) calendar days; or
  - (ii) during the second (2nd) to fourth (4th) years of employment, a Part-Time **Team Member** accumulates vacation at a rate of fifteen (15) calendar days;
  - (iii) during the fifth (5<sup>th</sup>) through tenth (10<sup>th</sup>) years of employment, a **Team Member** earns a vacation at the rate of twenty (20) calendar days;
  - (iv) during the eleventh (11<sup>th</sup>) through fourteenth (14<sup>th</sup>) years of employment, a **Team Member** earns a vacation at the rate of twenty-two (22) calendar days.
  - (v) during the fifteenth (15<sup>th</sup>) and subsequent years of employment, a **Team Member** earns a vacation at the rate of twenty-five (25) calendar days.
- (b) A **Team Member** with less than one year of service shall be entitled to a vacation calculated on the number of months from the date of employment in proportion to the number of months of the **Team Member's** service.



Time of Vacation

- (a) (i) The Employer shall post the vacation schedule planner by February 1st of each year. At this time, the Employer shall provide guidance as to the reasonable number of **Team Members** who can be granted vacation at the same time. Where a **Team Member** submits **their** vacation preference by March 31st of that year, the Employer shall indicate approval or disapproval of that vacation request and shall post the resulting vacation schedule by May 1st of the same year. Where the number of **Team Members** indicating a preference for a specific period exceeds the number of **Team Members** as determined by the Employer that can be allocated vacation during that period, seniority shall be the deciding factor.
- (ii) When a **Team Member** submits a request in writing after April 1, the request will not supersede those received prior to April 1, regardless of seniority. The Employer shall indicate approval or disapproval in writing by May 15 for requests received between April 1 and May 1. The Employer shall indicate approval or disapproval in writing of vacation requests received after May 1 within 14 days of the request.
- (b) Vacation earned during one (1) vacation year and not scheduled or taken by the end of the next vacation year will be paid out in the last pay period in March of that vacation year unless otherwise mutually agreed to between the **Team Member** and the Employer.
- (c) Notwithstanding Article 28.21(b), a **Team Member** may be allowed, upon written request and by mutual agreement to carry forward up to one week of **their** year's vacation entitlement to the next vacation year. Such request for carrying over of vacation shall be submitted not later than January 31st. Such week of earned vacation carried over may not be utilized during the months of July or August nor during the period December 15 to the next following January, unless mutually agreed between the Employer and the **Team Member**.
- (d) (i) Subject to Article 28.21 (d) (ii), the Employer shall grant the annual vacation to which the **Team Member** is entitled in one unbroken period, except during the period June 1 to August 31 inclusive, during which **Team Members** may request a maximum of three weeks, unless mutually agreed between the Employer and the **Team Member**.
- (ii) Upon request of the **Team Member**, the Employer may grant a **Team Member's** request to divide the **Team Member's** vacation. Such request shall not be unreasonably denied.
- (iii) A **Team Member** 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 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 **Team Members**.

- (e) 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.
- 28.22 (a) Notwithstanding Clause 28.20, vacation with pay shall not accrue during periods while:
- (i) on layoff; or
  - (ii) on unpaid absence during which **they** are receipt of weekly indemnity as provided for by the Long Term Disability Income Insurance Plan; or
  - (iii) in receipt of compensation from the Workers' Compensation Board; or
  - (iv) on leave of absence in excess of thirty (30) calendar days for any reason.
- (b) Vacation benefits will accrue during the remainder of the vacation year proportionate to the period worked.

28.23 Vacation Pay

Vacation pay to be paid to a Regular Part-Time **Team Member**, at least one (1) day and not more than two (2) weeks before the commencement of **their** annual vacation, shall be in accordance with the following formula: the hours worked, excluding overtime, 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:

- (a) four per cent (4%) during the first (1<sup>st</sup>) employment year; or
- (b) six per cent (6%) during the second (2<sup>nd</sup>) to fourth (4<sup>th</sup>) employment years; or
- (c) eight per cent (8%) during the fifth (5<sup>th</sup>) to tenth (10<sup>th</sup>) employment years; or
- (d) ten per cent (10%) during the eleventh (11<sup>th</sup>) to fourteenth (14<sup>th</sup>) employment years.
- (e) twelve per cent (12%) during the fifteenth (15<sup>th</sup>) and subsequent employment years.

(Example: 500 hours x \$10.00 x .06 = \$300.00)

- 28.24 A Part-Time **Team Member** 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.

Sick Leave

- 28.25 Sick leave is provided by the Employer, for the purpose of maintaining regular earnings during absences due to illness or accident for which compensation is not payable under the Workers' Compensation Act or for quarantine by a Medical Officer of Health.

- 28.26 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.
- 28.27 After a **Team Member** has completed **their** probationary period a Regular Part-Time **Team Member** will receive a credit for sick leave computed from the date **their** continuous service commenced at the rate of one point two five (1.25) working days for each full month of employment, up to a maximum of one hundred (100) working days prorated on the basis of the regularly scheduled hours worked by the Part-Time **Team Member** in relation to the regularly scheduled hours for a Full-Time **Team Member**. However, a Part-Time **Team Member** shall not be entitled to apply sick leave credits for absences due to illness occurring prior to the completion of **their** probationary period, nor for additional shifts worked pursuant to Clause 28.11. In the case of:
- (i) illness;
  - (ii) injury;
  - (iii) layoff;
  - (iv) leave of absence;
  - (v) unpaid leave while in receipt of weekly indemnity as provided for by the Long Term Disability Insurance Plan; and
  - (vi) periods while in receipt of compensation from the Workers' Compensation Board;
- sick leave shall not accrue.
- 28.28 Part-Time **Team Members** reporting sick shall advise the Employer as soon as possible and regularly thereafter as required by the Employer. Part-Time **Team Members** may be required to submit satisfactory proof to the **Team Member** of any illness, non-occupational accident or quarantine when circumstances make it reasonable to do so.
- 28.29 Subject to the above, a Part-Time **Team Member** granted sick leave shall be paid at **their** basic rate of pay for regularly scheduled shifts absent due to illness, and the number of hours thus paid shall be deducted from **their** accumulated sick leave credits up to the total amount of **their** accumulated credits at the time sick leave commenced.
- 28.30
- (a) When a Part-Time **Team Member** has accrued the maximum sick leave credit of one hundred (100) working days, **they** shall no longer accrue sick leave credits until such time as **their** total accumulation is reduced below the maximum. At that time **they** shall recommence accumulating sick leave credits.
  - (b) If a **Team Member** requires time off for the purpose of attending a specialist dental, physiotherapy, specialist optical or specialist medical appointment, provided **they** have been given prior authorization by the Employer, such absence shall be charged against **their** accumulated sick leave.



- 28.31 (a) Except as hereinafter provided, sick leave will not be paid in respect of any illness or injury which is incurred during a period of scheduled vacation once vacation leave has commenced. In the event that the illness or injury prevents the Part-Time **Team Member** from resuming **their** duties at the conclusion of the vacation period and **they have** substantiated **their** claim for sick leave, income continuance thereafter will be in accordance with Clause 28.29. Notwithstanding the foregoing, should a Part-Time **Team Member** demonstrate to the satisfaction of the Employer that **they were** admitted to a hospital as an "inpatient" during the course of **their** vacation, **they** shall be deemed to be on sick leave for the period of the stay in hospital, subject to the provisions of Clause 28.29. Vacation time not taken as a result of such stay in hospital shall be rescheduled to a mutually agreed later time frame.
- (b) In the event an illness or injury preventing a Part-Time **Team Member** from performing **their** usual duties, occurs prior to the scheduled start of the vacation period, and provided proper substantiation of **their** claim to sick leave has been provided, the absence on account of the illness or injury will be treated as sick leave pursuant to Clause 28.29 until the Part-Time **Team Member** has recovered sufficiently to permit the resumption of **their** usual duties. Time not utilized as vacation leave as a result of the above illness or injury will be rescheduled to a mutually agreed later time frame.
- 28.32 Upon request of a Part-Time **Team Member** but not more frequently than once a year, the Employer shall advise a Part-Time **Team Member** of **their** accrued sick leave credits.
- 28.33 For the purpose of computing sick leave accumulation, the following shall be counted as working days:
- (a) days on which the **Team Member** is on vacation;
- (b) days on which the **Team Member** is on leave of absence with pay pursuant to the terms of the Collective Agreement;
- (c) days on which the **Team Member** is absent from work while attending official negotiating sessions with the employer.
- 28.34 A Part-Time **Team Member** 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 or benefits except as provided in Sub-Clause 26.01(g), for the duration of the illness or as provided below, whichever first occurs. The Part-Time **Team Member** shall keep the Employer advised as to when **they** shall be expected back to work and shall, in the case of a long-term illness, provide the Employer with fourteen (14) days' written notice of readiness to return to work and:
- (a) if a Part-Time **Team Member** is capable of performing the duties of **their** former position, **they** shall be reinstated by the Employer in the same position which **they** held immediately prior to **their** disability at not less than the same pay step in the Salaries Schedule and other benefits that accrued to **their** prior to **their** disability;

- (b) if a Part-Time **Team Member** is incapable of performing the duties of **their** former position, but is capable of performing the duties of **their** former classification, a reasonable effort shall be made by the Employer to place **their** in an available position that **they are** capable of performing. In such a case the Union agrees to waive the posting provisions of the Collective Agreement.

28.35 The reinstatement of a **Team Member** in accordance with this Article shall not be construed as being in violation of the posting and/or scheduling provisions of Article 11, Appointment, Transfers and Promotions; Article 12, Hours of work.

#### Temporary Team Members

28.36 A Temporary **Team Member** shall be covered by the terms of this Collective Agreement with the exception of:

- (a) Article 8: Probationary Period;
- (b) Article 9: Seniority;
- (c) Article 10: Performance Appraisals;
- (d) Article 23: **Team Member** Benefits Plan prior to the completion of six (6) months of continuous service;
- (e) Article 29: Layoff and Recall;
- (f) Article 30: Discipline and Dismissal;

which are superseded and replaced by the following:

- 28.37 (a) A Temporary **Team Member** shall not have the right to grieve the termination of **their** employment.
- (b) The Employer shall provide at least seven (7) calendar days' written notice of termination of **their** temporary position.
- (c) A Regular **Team Member** occupying a temporary position shall retain **their** seniority.

#### Casual Team Members

28.38 The provisions of this Collective Agreement shall not apply to Casual **Team Members** except as provided by this Article.

#### Hours of Work

- 28.39 (a) Hours of work for a Casual **Team Member** shall be up to seven point seven five (7.75) LPNs, or seven point five (7.5) HCAs hours in a day.
- (b) Casual **Team Members** will not be required to work in excess of six (6) consecutive shifts except by mutual agreement.
- (c) A Casual **Team Member** will not be required to work in a manner where the ratio of work days to non work days exceeds 5:2 over one (1) complete cycle of the shift schedule.
- (d) Hours of work shall be deemed to:
  - (i) include, as scheduled by the Employer, either two (2) rest periods of fifteen (15) minutes during each full working shift of seven point seven five (7.75) or seven point five (7.5) hours; or

- (ii) one (1) rest period of thirty (30) minutes during each full working shift of seven point seven five (7.75) or seven point five (7.5) hours, if this is more compatible with the scheduling of work assignments;

the alternative to be applied shall be at the discretion of the Employer; or

- (iii) include, as scheduled by the Employer, one (1) rest period of fifteen (15) minutes during each half shift of not less than four (4) hours; and
- (iv) exclude a meal period of thirty (30) minutes to be scheduled by the Employer during each working day in which the **Casual Team Member** works in excess of four (4) hours.
- (v) Notwithstanding that the meal break is to be excluded in the calculation of regular hours of work, if the Employer requires a **Casual Team Member** 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.
- (vi) If a **Casual Team Member** is recalled to duty during **their** meal period **they** shall be given a full meal period later in **their** shift, or where that is not possible, be paid for the meal period as follows:
  - (a) for a meal period for which the **Casual Team Member** is entitled to be paid in accordance with Sub-Clause 28.39 (d)(v), at two times (2X) **their** basic rate of pay rather than at straight time; or
  - (b) for a meal period for which the **Casual Team Member** is not otherwise entitled to be paid, at two times (2X) **their** basic rate of pay.

28.40 No **Casual Team Member** shall be scheduled except with **their** consent.

28.41 In the event that a **Casual Team Member** reports to work as scheduled or called and the Employer cancels **their** shift, the **Casual Team Member** shall be paid three (3) hours' pay at the **Casual Team Member's** basic rate of pay.

#### Overtime

- 28.42 (a) Overtime is all time authorized by the Employer and worked by a **Casual Team Member** in excess of seven point seven five (7.75) hours per day. The Employer shall provide overtime forms which are to be signed by the designated authorizing person and a copy shall be given to the **Casual Team Member** at the time overtime is worked.
- (b) The overtime rate of two times (2X) the basic rate of pay shall be paid for each overtime hour worked.

#### Salaries

- 28.43 (a) The basic rate of pay for **Casual Team Members** shall be as outlined in the Salaries Schedule.



- (b) Subject to any of the other terms of this Collective Agreement providing for the withholding or delay in granting of an increment, a **Casual Team Member's** basic rate of pay will be advanced to the next higher basic rate of pay following two thousand and twenty-two point seven five (2022.75) hours worked with the Employer and thereafter a further increment upon completion of each period of one thousand nine hundred twenty nine point seven five (1929.75) hours worked to the maximum increment granted to Full-Time **Team Members**. For the purposes of this Sub-Clause, "hours worked" means all the hours a **Casual Team Member** actually works at their basic rate of pay and for all hours actually worked that would generate overtime.
- (c) Provided not more than three (3) years have elapsed since the experience was obtained, when a **Casual Team Member** has experience satisfactory to the Employer, their starting salary shall be adjusted by applying the following formula:
  - (i) advance starting rate to the second (2nd) step in the salary scale if more than four thousand and forty-five point five (4045.5) hours, or
  - (ii) advance starting rate to the third (3rd) step in the salary scale if more than six thousand and sixty-eight point two five (6068.25) hours, or
  - (iii) advance starting rate to the fourth (4th) step in the salary scale if more than eight thousand and ninety-one (8091) hours, or
  - (iv) advance starting rate to the fifth (5th) step in the salary scale if more than ten thousand, one hundred and thirteen point seven five (10,113.75) hours.
  - (v) advance starting rate to the sixth (6th) step in the salary scale if more than twelve thousand, one hundred and thirty six point five (12,136.5) hours, or
  - (vi) advance starting rate to the seventh (7th) step in the salary scale if more than fourteen thousand, one hundred and fifty nine point two five (14,159.25) hours, or
  - (vii) advance starting rate to the eighth (8th) step in the salary scale if more than sixteen thousand, one hundred and eighty two (16,182) hours.

28.44

#### Shift Differential

A Shift Differential of two dollars and seventy-five cents (\$2.75) per hour shall be paid:

- (a) to **Casual Team Members** working a shift where the majority of such shift falls within the period fifteen hundred (1500) hours to twenty three hundred (2300) hours; or
- (b) to **Casual Team Members** for each regularly scheduled hour worked between fifteen hundred (1500) hours to twenty-three hundred (2300) hours, provided that greater than one (1) hour is worked between fifteen hundred (1500) hours and twenty three hundred (2300) hours;

- (c) to **Casual Team Members** for all overtime hours worked which fall within the period of fifteen hundred (1500) hours and twenty-three hundred (2300) hours.

28.45 A shift differential of five dollars (\$5.00) per hour shall be paid:

- (a) to **Casual Team Members** working a shift where the majority of such shift falls with the period between twenty-three hundred (2300) hours to zero seven hundred (0700) hours, provided that greater than one (1) hour is worked between twenty-three hundred (2300) hours and zero seven hundred (0700) hours;
- (b) to **Casual Team Members** for each regularly scheduled hour worked between twenty-three hundred (2300) hours to zero seven hundred (0700) hours, provided that greater than one (1) hour is worked between twenty-three hundred (2300) hours and zero seven hundred (0700) hours;
- (c) to **Casual Team Members** for all overtime hours worked which fall within the period of twenty three hundred (2300) hours and zero seven hundred (0700) hours.

28.46 Weekend Premium

A Weekend Premium of three dollar and twenty-five cents (\$3.25) per hour shall be paid:

- (a) to **Casual Team Members** working a shift wherein the majority of such shift falls within a fifty-six (56) hour period commencing at twenty-three hundred (2300) hours on a Friday; or
- (b) to **Casual Team Members** working each regularly scheduled hour worked after twenty-three hundred (2300) hours on a Friday provided that greater than one (1) hour is worked within a fifty-six (56) hour period commencing at twenty-three hundred (2300) hours on a Friday;
- (c) to **Casual Team Members** working all overtime hours which fall within the fifty-six (56) hour period commencing at twenty-three hundred (2300) hours on a Friday.

28.47 All premiums payable under this Clause shall not be considered as part of the **Casual Team Member's** basic rate of pay. Where applicable, a **Casual Team Member** shall be eligible to receive both Shift Differential and Weekend Premium.

28.48 Transportation

- (a) **Casual Team Members** who normally travel from the Centre to their place of residence by means of public transportation following the completion of their shift, but are prevented from doing so by being required to remain on duty 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.
- (b) Where a **Casual Team Member** is assigned duties necessitating the use of their automobile, they shall be reimbursed pursuant to Clause 20.02.

28.49 Named Holidays

- (a) **Casual Team Members** shall be paid at one point five (1.5X) their basic rate of pay for all hours worked on a Named Holiday.

- (b) **Casual Team Members** shall be paid at two times (2X) **their** Basic Rate of Pay for all hours worked on Christmas Day or August Civic holiday.
- (c) **Casual Team Members** shall be paid per pay period, in addition to **their** basic rate of pay, an amount equal to four point two per cent (4.2%) times **their** hours worked in the pay period times **their** basic rate of pay in lieu of the Named Holidays.

28.50 Annual Vacation

**Casual Team Members** shall be entitled to, in addition to **their** basic rate of pay, four per cent (4%) of **their** basic rate of pay in lieu of vacation, and shall be entitled to an additional two per cent (2%) vacation pay on completion of the equivalent hours of work required by a Full-Time **Team Member** to reach the vacation entitlement of fifteen (15) working days and an additional two per cent (2%) vacation pay on completion of the equivalent hours of work required by a Full-Time **Team Member** to reach the vacation entitlement of twenty (20) working days, and a further two per cent (2%) vacation pay on completion of the equivalent hours of work required by a Full-Time **Team Member** to reach the vacation of twenty-five (25) working days.

28.51 Dues Deduction

**Casual Team Members** shall be subject to dues deductions as provided in Article 4: Union Membership and Dues Deduction.

28.52 Grievance Procedure

**Casual Team Members** shall be covered by Article 34: Grievance Procedure.

28.53 Appointments, Transfers and Promotions

- (a) Subject to the criteria established in Article 11: Appointments, Transfers and Promotions, an applicant for regular employment who has experience with the Employer as a **Casual Team Member** within the bargaining unit shall be given preference over external applicants.
- (b) The Employer shall post the name of the successful candidate in accordance with Clause 11.05.

28.54 A **Casual Team Member** who transfers to regular full-time or part-time employment with the Employer shall be credited with the following entitlements earned during **their** casual period of employment provided not more than six (6) months have elapsed since **they** last worked for the Employer:

- (a) vacation entitlement; and
- (b) the total accumulation of regular hours worked for the purpose of incremental advancement pursuant to Clause 28.43.

28.55 Probationary Period

**Casual Team Members** shall be covered by Article 8: Probationary Period.

28.56 Discipline and Dismissal

**Casual Team Members** shall be covered by Article 30: Discipline and Dismissal.



**ARTICLE 29**  
**LAYOFF AND RECALL**

- 29.01 (a) Layoff is defined as any reduction to the workforce or reduction in scheduled hours of work of a **Team Member**, or wholly or partly discontinue an undertaking, activity or service.

Layoff shall be applied on the basis of seniority. **Team Members** shall be laid off in reverse order of seniority (the least senior **Team Member**).

It is the exclusive right of the Employer to:

- (b) establish, and vary from time-to-time, the job classifications and the number of **Team Members**, if any, to be employed in any classification, or in any work place; and
- (c) assign to other classifications any, or all, of the duties normally performed by classifications of this bargaining unit when **Team Members** from within this bargaining unit are not available.

**Meeting with the Union**

- 29.02 The Employer and the Union recognize the value of meeting prior to a layoff process occurring. The purpose of this meeting is to discuss the process of how the reduction will take place, review the current seniority list, and discuss other relevant factors the parties agree upon.

**Notice of Reduction**

- 29.03 (a) When, in the opinion of the Employer, it becomes necessary to:
- (i) reduce the number of Regular **Team Members**; or
  - (ii) reduce a Regular **Team Member's** regularly scheduled hours of work; or
  - (iii) wholly or partly discontinue an undertaking, activity or service;
- the Employer will notify affected **Team Member(s)** at least thirty (30) calendar days prior to the date of reduction, except that the thirty (30) calendar days notice shall not apply where reduction results from an act of God, fire, flood, or a work stoppage by **Team Members** not covered by this Collective Agreement.
- (b) Where the reduction results from an act of God, fire or flood, the thirty (30) 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 **Team Members**.

- 29.04 For the purposes of Article 29:

- (a) "partial layoff" shall mean a Regular **Team Member** who has, due to the application of Article 29:
  - (i) suffered a reduction in regularly scheduled hours in **their** current classification; or
  - (ii) been placed in a different classification in **their** current paygrade, either at the same or a lower FTE as **their** current position; or
  - (iii) been placed in a classification in a lower pay grade, either at the same or a lower FTE as **their** current position.

- (b) "full layoff" shall mean a Regular **Team Member** who does not hold a regular position due to the application of Article 29.
- (c) "layoff" shall mean a Regular **Team Member** who is either on partial layoff or on full layoff.
- (d) "shift pattern" shall mean those patterns described in Article 12A.07(b).

#### Consultation Process

- 29.05 (a) At the time of providing written notice of reduction to affected **Team Member(s)**, the Employer shall:
- (i) provide an affected **Team Member** with the seniority lists set out in Article 9.05; and
  - (ii) schedule a consultation meeting between the affected **Team Member**, the Employer and the Union, at which time the Employer shall advise the **Team Member** of their retention options according to Articles 29.06 and 29.07.
- (b) The consultation meeting will not be unreasonably delayed as a result of the unavailability of a Union Representative.

#### Vacancies

- 29.06 Affected **Team Member(s)** shall be presented with the vacancy options listed in Articles 29.06(a) and 29.06(b) below:
- (a) vacant position(s) within the bargaining unit. Such vacant position(s) shall be comprised of:
- (i) the **Team Member's** same classification, shift pattern, and same or greater FTE;
  - (ii) the **Team Member's** same classification, different shift pattern and same or greater FTE;
  - (iii) the **Team Member's** same classification but lower FTE; and
  - (iv) a different classification in the **Team Member's** same or a lower paygrade, either at the same or a lower FTE.
  - (v) the **Team Member's** same or lower FTE; and
  - (vi) classifications in the **Team Member's** same or lower paygrade.
- (b) A **Team Member** who declines a vacant position pursuant to Article 29.06 may elect to displace into an occupied position pursuant to Article 29.07 below.

#### Displacement

- 29.07 A **Team Member** who is not placed in a vacant position pursuant Article 29.06 shall be presented with the displacement options listed in Articles 29.07(a) and 29.07(b) below:
- (a) an occupied position within the bargaining unit. Such displacement shall affect a less senior **Team Member** in a position comprised of:
- (i) the **Team Member's** same classification and same or greater FTE;
  - (ii) the **Team Member's** same classification but lower FTE; and

- (iii) a different classification in the **Team Member's** same or a lower paygrade, either at the same, greater or lower FTE.
- (b) A **Team Member** who declines displacement under Article 29.07 shall be laid off and placed on recall.
- 29.08 A **Team Member** who has been presented with retention options under Article 29.05 shall have seventy-two (72) hours from the date of the consultation meeting to advise the Employer of **their** decision under Articles 29.06 or 29.07.
- 29.09 When a **Team Member** is on approved leave of absence, or workers' compensation benefits, or long-term disability insurance benefits, the notice of reduction and consultation meeting shall be served when the **Team Member** has provided notice of readiness to return to work.
- 29.10 A **Team Member** who is displaced as a result of another **Team Member** exercising **their** rights under Article 29 shall be entitled to exercise **their** rights in accordance with Articles 29.05 to 29.08.
- 29.11 The operation of this Article, including revision to shift schedules caused by a reduction under Article 29.03, shall not constitute a violation of the terms of this Collective Agreement.

#### Layoff

- 29.12 A **Team Member** who elects to:
  - (a) exercise **their** rights under Articles 29.06 and 29.07 shall be considered to be on partial layoff, with recall rights.
  - (b) not exercise **their** rights under Articles 29.06 and 29.07, shall be considered to be on full layoff, with recall rights.
- 29.13 Other than for the continuation of the seniority held at the time of full layoff, discipline, grievance and arbitration rights, and rights and benefits arising under this Article, a **Team Member's** rights while on full layoff shall be limited to the right of recall under Article 29.

#### Team Member Benefit Coverage During Layoff

- 29.14 **Team Members** on full layoff, such that the Regular **Team Member** does not hold a regular or temporary position, may elect to maintain coverage of contributory plans specified in Article 23: **Team Member** Benefit Plans, provided that the **Team Member** makes arrangements prior to **their** date of layoff to pay the full premium costs for a maximum of twelve (12) months from the date of layoff. In the event the **Team Member** works casual shift(s) the **Team Member** shall remain responsible for the payment of the full premium costs.

#### Recall

- 29.15 (a) Where an Employer determines that a regular or temporary vacancy exists the most senior Regular **Team Member** on layoff shall be offered the position first. Then such vacancy shall be posted and filled in accordance with Article 11: Appointments and Transfers.



- (b) (i) The method of recall shall be by telephone, and if contact with the **Team Member** on layoff is not accomplished, by registered letter or courier sent to the **Team Member'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 delivered the date it was sent by courier. The **Team Member** so notified will report for work as directed but in any event shall notify the Employer of their intent no later than five (5) days following the delivery date.
- 29.16 (a) Employment shall be deemed terminated when a **Team Member** does not return from layoff when notified to do so, or on the expiry of twelve (12) months from the date of layoff, whichever first occurs. Where a **Team Member** on layoff occupies a temporary position, the twelve (12) month period shall be suspended during their temporary position and shall recommence upon the termination of the temporary position for the balance of the twelve (12) month recall period.
- (b) A **Team Member's** right to recall under Article 29.16 will expire if the **Team Member** refuses recall to a position with the same classification, FTE, shift pattern, and site as their pre-layoff position, or on the expiry of twelve (12) months from the date of layoff, whichever first occurs.

#### Casual Shifts

- 29.17 (a) **Team Members** on layoff shall indicate in writing on a regular basis to the Employer their availability to work casual shifts.
- (b) Casual shifts shall be offered to:
  - (i) Regular **Team Members** who have been reduced in regular hours of work through the operation of this Article, in order of seniority; then;
  - (ii) Casual **Team Members** and Regular Part-time **Team Members** who have indicated their willingness to work additional shifts pursuant to Article 28.
- (c) **Team Members** on layoff who refuse casual shifts may do so without adversely impacting their recall rights.

### ARTICLE 30

#### CORRECTIVE DISCIPLINE AND PERFORMANCE IMPROVEMENT

##### 30.01 Corrective Discipline

The parties agree that misconduct shall be subject to constructive and corrective action in the form of Corrective discipline. Corrective discipline is corrective in nature and seeks compliance using a disciplinary sanction proportionate to the misconduct. Corrective discipline only applies to instances of misconduct.

##### 30.02 Discipline For Just Cause Only

No disciplinary measure shall be imposed on any **Team Member** without just cause.

30.03

**Misconduct Definition**

Misconduct is behavior that has the following characteristics:

- (a) The Team Member knows, or could reasonably be expected to know, what is required.
- (b) The Team Member is capable of carrying out what is required.
- (c) The Team Member performs in a manner other than as required.

30.04

**Union Representation**

Following a preliminary investigation of an incident, and where the Employer has a significant reason to believe that a Team Member(s) may be responsible, and that their actions may lead to discipline, the Team Member may be accompanied by a Union representative in subsequent meetings.

30.05

The Team Member shall be informed by the Employer that they are being investigated with respect to an incident that may result in discipline and that they have the right to have a Union representative present if they so choose.

30.06

A request by any Employer for a Union Representative at a meeting which the Employer designates as being investigative or disciplinary shall not be denied.

30.07

**Investigation Timeliness**

The Employer will investigate allegations of misconduct in a timely fashion.

30.08

**Corrective Discipline Steps**

The steps in the Corrective Discipline procedure may include one or more of the following:

- (a) Informal verbal counselling.
- (b) Written warning.
- (c) Suspension.
- (d) Dismissal.

30.09

**Penalty Amended When Grievance Allowed**

When a Team Member 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 Team Member shall be amended to reflect this action provided this action results in the abandonment of the grievance.

30.10

**Notice of Discipline**

With the exception of informal verbal counseling, notice of discipline shall be in writing and shall indicate the incident or incidents giving rise to the discipline. The Team Member 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 disciplinary notice shall be placed in the Team Member's personnel file. Copies of all written warnings shall be forwarded to the Union within five (5) days of issuance.

**30.11      Personnel File**

A Team Member who has been subject to disciplinary action may, after two (2) years of continuous service from the date the disciplinary measure was invoked, request in writing that their personnel file be cleared of any record of the disciplinary action. Such request shall be granted provided the Team Member's file does not contain any further record of disciplinary action, during the two (2) year period, of which the Team Member is aware. The Employer will confirm in writing to the Team Member that such action has been effected.

**30.12      Reporting to Licensing Body**

In the event that a Team Member is reported to their licensing body by the Employer or by a resident or their family member or guardian (when the Employer is aware), the Team Member and the Union shall be advised in writing.

**30.13      Performance Improvement**

The Parties recognize the importance of competent job performance and possible occasions where Team Members may need assistance to meet a required standard. Recognizing the distinction between job performance and discipline, the Parties agree that when performance deficiencies arise, it is desirable to address the performance issues in a supportive environment with the following features:

- (a) The Employer may meet with the Team Member to discuss job performance with the goal of resolving a demonstrable performance deficiency.
- (b) If the performance deficiency requires more than an informal coaching meeting, the Employer will notify the Team Member in advance and advise of their right to a steward.
- (c) The Employer will clearly identify the performance deficiency and clearly communicate the required standard. The Employer will also provide reasonable supervision and instruction, if applicable, affording the Team Member time to meet the required standard.

**30.14** If the performance deficiency persists, the Team Member may be subject to non-disciplinary dismissal.

**ARTICLE 31**  
**BULLETIN BOARD SPACE**

**31.01** The Employer shall provide a designated bulletin board in a reasonably accessible location for the use of the Union, and for the sole purpose of posting information related to Union activities. The Employer reserves the right to require that posted material damaging to the Employer or to any Team Member be removed.



**ARTICLE 32**  
**OCCUPATIONAL HEALTH AND SAFETY**

- 32.01 The Occupational Health and Safety Committee shall be composed of representatives of the Employer and representatives of the Union and may include representatives of other **Team Member** 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. A **Team Member** shall be paid **their** basic rate of pay for attendance at these committee meetings.
- 32.02 The Occupational Health and Safety 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.
- 32.03 The Occupational Health and Safety Committee shall also consider measures necessary to ensure the security of each **Team Member** 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 twenty-one (21) calendar days from the date the recommendation is made, the Union Representative may direct that the item be referred to the Senior Administrator of the Employer forthwith. A written reply will be given within fourteen (14) calendar days of the presentation by the Committee.
- 32.04 Where the Employer requires the **Team Member** to receive specific immunization and titre, as a result of or related to the **Team Member's** work, it shall be provided at no cost.
- 32.05 The Employer shall have in place a harassment policy, working alone policy and resident lift and transfer policy which may be reviewed annually by the Occupational Health and Safety Committee.

**ARTICLE 33**  
**COPIES OF COLLECTIVE AGREEMENT**

- 33.01 Within sixty (60) calendar days of the signing of this Collective Agreement, the Employer shall provide each **Team Member** with a copy.
- 33.02 The Employer shall provide a copy of the Collective Agreement to each new **Team Member** upon appointment or at orientation.
- 33.03 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.
- 33.04 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 34**  
**GRIEVANCE PROCEDURE**

**34.01      Informal Resolution**

Every effort should be made to resolve problems through dialogue at the local level prior to going to grievance. The parties agree to ensure full explanation of issues during initial discussions at the local level.

**34.02      Grievance Definitions**

A grievance shall be defined as any difference arising out of an interpretation, application, administration or alleged violation of this Collective Agreement. A grievance shall be categorized as follows:

- (a) An individual grievance is a dispute affecting one (1) **Team Member**. Such grievance shall be initiated at Step 1 of the grievance procedure as outlined in Clause 34.05, except in cases of suspension or dismissal which will commence at Step 2; or
- (b) A group grievance is a dispute affecting two (2) or more **Team Members**. Such grievance shall be initiated at Step 1 and processed there from in the same manner as an individual grievance as outlined in Clause 34.05. A group grievance shall list all **Team Members** affected by the grievance and the results of such grievance shall apply, proportionately if applicable, to all **Team Members** listed on the original grievance; or
- (c) A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application or administration of this Agreement. Such grievance shall be initiated, in writing, to the Executive Director at Step 2 of the grievance procedure, within ten (10) days of the date the aggrieved party first 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 written reply within ten (10) days of receipt. Upon receipt of response or failure to reply, the Employer may advance the grievance to Arbitration.

**34.03      Authorized Representatives**

- (a) A **Team Member** may be assisted and represented by a representative of the Union when presenting a grievance.
- (b) The Employer agrees that a Union Representative shall not be hindered, coerced or interfered with in any way in the performance of their functions while investigating disputes and presenting adjustment as provided in this Article. However, no representative shall leave their work without obtaining consent from their supervisor, which shall not be unreasonably withheld. The Union representative shall not suffer any loss of pay for time spent in the performance of their duties involving a grievance provided that the representative does not leave the Employer's premises.

- (c) The Employer will provide the Union within three (3) months of the signing of this agreement, a written list of the titles of Authorized Representatives who would respond to grievances. The Employer will also provide the name and addresses of a contact person for the purpose of receiving all grievances and distributing grievances to the appropriate respondent.

34.04

Time Limits

The time limits set out in grievance procedures may be extended by mutual agreement between the parties.

- (a) It is the desire of both parties to this Agreement to resolve grievances in a manner that is just and equitable, and it is not the intention of either the Employer or the Union to evade settlement of disputes on a procedural technicality. However, notwithstanding the forgoing, it is clearly understood that time limits established herein are for the sake of procedural orderliness and are to be adhered to.
- (b) Should either party fail to adhere to the time limits, the onus is on that party to show a justifiable reason for its failure to adhere to such limits.
- (c) For the purpose of this Article, periods of time referred to in days shall be deemed such periods of time calculated on consecutive calendar days exclusive of Saturdays, Sundays and Named Holidays which are specified in Article 21: Named Holidays.

34.05

Mandatory Conditions

- (a) The Parties agree that it is in their mutual best interest to settle disputes in a timely fashion. The Parties agree to endeavour to exchange information relevant to the dispute throughout the grievance process.
- (b) During any and all grievance proceedings, the Team Member shall continue to perform their duties, except in cases of suspension or dismissal.
- (c) A suspension or dismissal grievance shall commence at Step 2.

34.06

The Grievance Procedure

- (a) Step 1 (Director of Care)

A-Team Member who has a grievance shall, within ten (10) days of the date they become aware of, or reasonably should have become aware of, the occurrence which led to the grievance, first discuss the matter with their their immediate supervisor and attempt to resolve the grievance at this stage.

In the event that it is not resolved satisfactorily to the Team Member, it may be advanced to Step 2.



(b) Step 2 (Executive Director)

Within ten (10) days of the reply at Step 1, the **Team Member** shall submit the grievance, in writing to the Executive Director or designate. The Executive Director or designate shall hold a hearing within ten (10) days of receipt of the grievance. The **Team Member** shall be entitled to have a representative of the Union present during the meeting. The Executive Director or **designate** shall render a written decision within ten (10) days of the date of the hearing. If the grievance is not settled at this stage, either Party may decide to proceed to Arbitration or by mutual agreement to Mediation.

34.07

Mediation

If the grievance proceeds to Mediation, one jointly selected mediator shall meet with the Parties and within five (5) 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. The proceedings shall be conducted with a view to settling the dispute, and as such, are privileged.

The fees and expenses of the mediator shall be borne equally between the Parties to the dispute.

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

34.08

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 2 of the grievance procedure, notify the other Party in writing of its intention to do so and shall nominate an individual to serve as a sole arbitrator.
- (ii) The Party receiving the notice shall respond in an effort to agree on the selection of a mutually acceptable sole arbitrator. Where agreement on a mutually acceptable sole arbitrator cannot be reached within ten (10) days of the receipt of the notification provided for in Sub-Clause 34.07(a)(i), the Parties shall request the Department of Labour to appoint an arbitrator; or
- (iii) at the request of either Party, a three person Arbitration Board, rather than a sole arbitrator shall be used. The Party requesting the use of an Arbitration Board shall indicate to the other Party within ten (10) days of the grievance being advanced to arbitration, their nominee to the Arbitration Board. The chairperson shall be selected in accordance with Sub-Clause 34.07(a)(ii).

- (b) After a single arbitrator has been selected, or the Arbitration Board has been formed in accordance with the above procedure, it shall meet with the Parties within twenty-one (21) days and hear such evidence as the Parties may desire to present; assure a full, fair hearing, and shall render the decision, in writing, to the Parties within fourteen (14) days after the completion of the hearing.
- (c) In the case of an Arbitration Board, the Chairman shall have the authority to render a decision with the concurrence of either of the other members, and decision thus rendered or the decision of the single arbitrator shall be final and binding on the Parties.
- (d) The Arbitration decision shall be governed by the terms of this Collective Agreement and shall not alter, amend or change the terms of this Collective Agreement.
- (e) Each of the Parties to this Collective Agreement shall bear the expenses of its appointee to an Arbitration Board. The fees and expenses of the Chairman or single arbitrator shall be borne equally between the two (2) Parties to the dispute.
- (f) Any of the time limits herein contained in Arbitration proceedings may be extended if mutually agreed to in writing by the Parties.

#### ARTICLE 35 DRESS CODE

- 35.01 The Parties agree that the **Team Member** shall maintain a professional image while at the work site.
- 35.02 All protective clothing and safety equipment supplied by the Employer will be in proper working order as required by the Occupational Health and Safety Act.
- 35.03 **Team Members** shall furnish, supply and maintain **their own** everyday work apparel.

#### ARTICLE 36 PROFESSIONAL FEES

- 36.01 Effective July 1, 2016, all Licensed Practical Nurses shall be reimbursed for all dues paid to **their** Professional College or Association, to a maximum of three hundred and fifty dollars (\$350.00), if
  - (a) at the beginning of **their** next registration year, **they** have an active registration in **their** Professional College, and requires such active registration to perform **their** duties; and
  - (b) she has an average of zero point two (0.2) FTE or greater hours actually worked in the previous fiscal year.

#### ARTICLE 37 EMPLOYER - UNION RELATIONS

- 37.01 The Employer and the Union agree that in the exercise of each of their rights and in the administration of this Agreement they shall to do so in good faith and in a fair and reasonable manner.

- 37.02 Within 3 months of signing or in the event of a change, the Employer will provide the Union with the names of contact people with whom it may arrange Team Member appointments and the Union shall provide a current list of Union Staff Officers and Union Stewards.
- 37.03 **Team Member Management Advisory Committee (TMMAC)**
- (a) A Team Member-Management Advisory Committee (TMMAC) shall be established. The desired functions of the TMMAC are to examine and make recommendations regarding the concerns of Team Members relative to workload issues, resident care, safety and security, professional responsibility and other matters related to employment, not covered within the Collective Agreement with a view to resolving difficulties and promoting harmonious relations between the Employer and its Team Members.
  - (b) This consultative committee will operate in an open forum in which the free exchange of ideas will encourage understanding and the resolution of issues.
  - (c) The TMMAC shall meet within ten (10) calendar days upon request of either Party. The guideline for the meetings shall be the agreed Terms of Reference.
  - (d) The minutes of the meeting shall be subject to approval by both Parties and upon approval by both Parties, the approved minutes shall be posted on the Union bulletin board within ten (10) days of the meeting.
  - (e) The TMMAC shall have no authority to change, delete, or modify any terms of the Collective Agreement nor to settle grievances.
  - (f) The local representative of the Union shall provide the names of up to two (2) elected Team Members and the Employer shall provide the names of up to two (2) appointed representatives to sit on the TMMAC.
  - (g) There will be no loss of pay for attendance at TMMAC meetings.



**SALARIES**  
**SCHEDULE A**

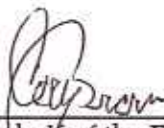
	Effective Date	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Health Care Aide	Sept 1, 2017	\$19.92	\$20.95	\$21.65	\$22.29	\$23.02	\$23.52	\$24.22	\$24.95
	Sept 1, 2018	\$19.92	\$20.95	\$21.65	\$22.29	\$23.02	\$23.52	\$24.22	\$24.95
	Sept 1, 2019	\$19.92	\$20.95	\$21.65	\$22.29	\$23.02	\$23.52	\$24.22	\$24.95
	Sept 1, 2020	\$19.92	\$20.95	\$21.65	\$22.29	\$23.02	\$23.52	\$24.22	\$24.95
LPN	Sept 1, 2017	\$26.45	\$27.60	\$28.70	\$29.82	\$30.94	\$32.01	\$33.31	\$34.63
	Sept 1, 2018	\$26.45	\$27.60	\$28.70	\$29.82	\$30.94	\$32.01	\$33.31	\$34.63
	Sept 1, 2019	\$26.45	\$27.60	\$28.70	\$29.82	\$30.94	\$32.01	\$33.31	\$34.63
	Sept 1, 2020	\$26.45	\$27.60	\$28.70	\$29.82	\$30.94	\$32.01	\$33.31	\$34.63

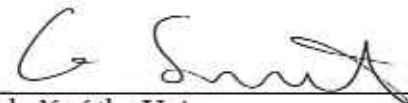
We agreed to "status quo" with respect to current compensation rates.

LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: CHARGE PAY

1. The Employer shall designate a person to be in charge. Where such person is absent for a consecutive period of two (2) hours or more, an alternate will be designated in charge.
2. When a **Team Member** who holds the position of Licensed Practical Nurse (LPN) is designated in charge, such **Team Member** shall be paid an additional two dollars (\$2.00) per hour.
3. The Employer shall prepare a document specifying the roles and responsibilities of a person designated in charge, including the authority or process for augmenting staff. Copies of such documents shall be available to each **Team Member** upon request.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

May 24, 2022  
\_\_\_\_\_  
Date


May 24, 2022  
\_\_\_\_\_  
Date


LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-

ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: PRECEPTOR / PRACTICUM / TRAINING PAY

1. (a) "Preceptor" shall mean a Licensed Practical Nurse who is assigned by the Employer to supervise, educate and evaluate students in the Licensed Practical Nurse program or to provide clinical preceptorship as referred to in this Article.
- (b) A Licensed Practical Nurse assigned by the Employer to act as a Preceptor for students in the Licensed Practical Nurse program as recognized by the College and Association of Practical Nurses of Alberta (Eligible Program), shall receive an additional sixty-five cents (\$0.65) per hour for the full shift. The Employer will give consideration to those **Team Members** who express interest in participation in this program.
- (C) A Licensed Practical Nurse can refuse the designation and the assignment.
2. PRACTICUM PAY
- (a) A **Team Member** (ex. Health Care Aide) may be voluntarily assigned by the Employer to act as a Mentor (Preceptor) for students in the (ex. Health Care Aide) program. The Employer will give consideration to those **Team Members** who express interest in participation in this program.
- (b) "Practicum" shall mean a **Team Member** who is assigned to supervise, or educate or evaluate students in the (examples- Health Care Aide or RN undergrad) program.
- (C) A Health Care Aide can refuse the designation and the assignment.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

May 24, 2022  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date



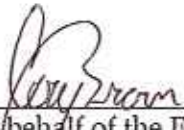
LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: LEGAL INDEMNIFICATION

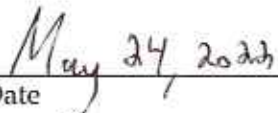
The Employer will maintain professional liability insurance for all **Team Members**. The Employer will pay one hundred percent (100%) of the premium cost of such insurance.

The Policy will cover **Team Members** and the Employer shall provide legal representation subject to the Policy's terms, conditions and exclusions.

The Employer will provide a letter to the Union confirming that insurance coverage and will include an extract from the contract of insurance.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date


May 24, 2022  
\_\_\_\_\_  
Date

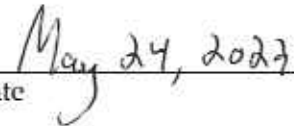
LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: STAFF PARKING

**Team Members** shall be provided with secure and safe parking during **their** working hours. Staff parking shall be at no cost to the **Team Members** and will be administered in accordance with the Employer's policy on parking.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date

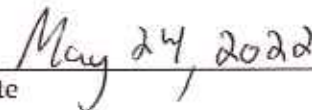
LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: EMPLOYMENT INSURANCE PREMIUM REDUCTIONS

The **Team Member's** portion of all monies from the Employment Insurance Premium Reductions shall be administered for the benefit of **Team Members** by the Employer in accordance with the Employments Insurance regulations. Upon request, a summary of the purposes for which these funds are utilized shall be provided to the Union.

  
On behalf of the Employer

  
On behalf of the Union

  
Date

May 24, 2022  
Date




LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

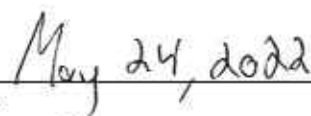
**RE: LICENSED PRACTICAL NURSE PROFESSIONAL DEVELOPMENT**

The Employer will provide to **Team Members** employed as in the LPN job classification "Licensed Practical Nurses (LPN) Professional Development Leave" for the sole purpose of professional development of the **Team Member's** nursing (LPN) skills.

1. All regular **Team Members** required by the Employer to be registered as a Licensed Practical Nurse and who are on staff on January 1 of the given calendar year, upon request, shall be granted a maximum of two (2) professional development days in that same calendar year.
2. Qualified **Team Members** who are hired after January 1 of the given calendar year or current **Team Members** who bid into a regular position (i.e., achieve a status change from part-time to full-time) shall be entitled to LPN Professional Development leave as follows; it must be noted that a current **Team Member** bidding into a regular position shall be entitled to the maximum LPN professional development leave as set out in 1 above.
  - (a) Hired or status change effective before July 1 of the calendar year, per 1 above as applicable.
  - (b) Hired or status change after June 30, for a regular **Team Member**, one (1) professional development day for the balance of the calendar year.
3. LPN Professional Development leave shall be paid at the **Team Member's** basic hourly rate of pay.
4. The request for professional development days shall be made in writing with as much advance notice as possible and is subject to approval by the Employer.
5. Any unused professional development days may not be carried forward into subsequent years.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date

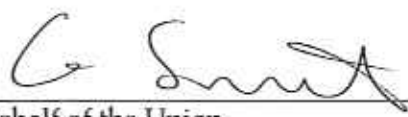
LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

**RE: SEVERANCE**

1. Severance will be offered as a result of organizational changes that result in the permanent reduction in the number of Regular **Team Members** in the bargaining unit. Severance is intended to provide financial assistance to the **Team Member** until they secure employment.
2. The Employer will offer the following severance in the form of salary continuance to eligible Regular **Team Members**:
  - (a) A Regular **Team Member** shall be eligible for salary continuance in the amount of one pay period of regular pay at their Basic Rate of Pay for the first 1898.75 hours actually worked as a Regular **Team Member**, and one pay period of seventy-five percent (75%) of their Basic Rate of Pay for each subsequent period of 1898.75 hours actually worked to a maximum of five pay periods, or until the **Team Member** secures employment, whichever is earlier. Pay periods are semi-monthly.
  - (b) For purposes of severance, employment must be continuous. Any severance will be calculated only from the last date of hire recognized with the Employer.
3. A Regular **Team Member** who has received layoff notice in accordance with Article 29: Layoff and Recall and for whom no alternate vacant position is available, shall have the option to select either of:
  - (a) Layoff with recall rights as specified in Article 29: Layoff and Recall; or
  - (b) Severance in accordance with this Letter of Understanding.
4. A Regular **Team Member** who accepts severance pay as described above, shall have terminated their employment, with no further rights to recall.
5. A **Team Member** who has been terminated for just cause or who has resigned or retired shall not be eligible for severance.
6. Severance will not be offered when a layoff results from an act of God, fire or flood.
7. A Regular **Team Member** who receives notice of layoff shall have 14 calendar days from the date the notice of layoff is issued to advise the Employer, in writing, that the **Team Member** wishes to take the Severance offered by the Employer. Any **Team Member** who does not advise the Employer, in writing of the **Team Member's** decision to accept severance shall be deemed to have selected layoff in accordance with Article 29: Layoff and Recall.
8. Severance pay provided under this Letter of Understanding shall be deemed to be inclusive of any and all legislative requirements for termination notice.

9. This Letter of Understanding shall apply over a period of time beginning the date of ratification by the Union and ending August 31, 2017, or upon the date of ratification of the next Collective Agreement, whichever is later.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

Date May 24, 2022

May 24, 2022  
Date



LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES  
**RE: MUTUAL AGREEMENT TO ADJUST FTEs**

WHEREAS the Parties see the mutual value in:

- providing **Team Members** with confirmation of **their** full-time equivalent (FTE);
- defining approaches to enable the adjustment of FTEs for **Team Members** where mutually agreed; and
- developing larger FTEs and more full-time positions.

**The Parties agree as follows:**

1. At the time of hire or transfer, the Employer shall state, in writing to the **Team Member**, the **Team Member's** current FTE.

Pursuant to this Letter of Understanding, such FTE shall only be amended by mutual agreement between the Employer and the Union.

- (a) The process for requesting a change to FTEs shall be as follows:


- (i) **Team Members** may request to increase or decrease the **Team Member's** FTE in writing. The Employer shall advise the Union of such request;
- (ii) Any written request to increase or decrease regular hours shall indicate the number of shifts to be increased or decreased. **Team Members** may not be permitted to amend the length of **their** shift through this process;
- (iii) Employers may offer to increase a **Team Member's** FTE following consultation with the Union;
- (iv) Seniority shall be considered in determining which **Team Members** are eligible to have **their** FTEs adjusted in accordance with this Letter of Understanding;
- (v) The Employer shall reply in writing within fourteen (14) calendar days of the request.

- (b) Where mutual agreement is reached in accordance with paragraph 1(a) above:

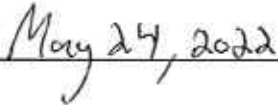
- (i) regular hours of work for that classification within the bargaining unit shall not be reduced.
- (ii) amendments to FTEs will be limited to the work area from which the original request was received.
- (iii) such changes shall be confirmed in writing to the **Team Member**, and a copy shall be provided to the Union.

2. Mutual agreement to amend FTEs shall not be considered a violation of the posting provisions of Article 11: Appointments, Transfers and Promotions, or the provisions of Article 29: Layoff and Recall.

3. Where mutual agreement is not reached to amend FTEs, the strict provisions of this Collective Agreement shall apply.
4. This Letter of Understanding shall expire the day before the expiry date of this Collective Agreement. If this Letter of Understanding expires and is not renewed any changes to a **Team Member's** FTE which have resulted from the application of this Letter of Understanding shall remain in effect subject to the terms of this Collective Agreement.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date

LETTER OF UNDERSTANDING  
-BETWEEN-  
TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
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RE: HEALTH SPENDING ACCOUNT

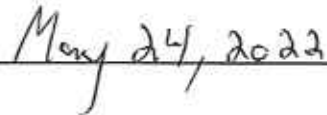
- (a) **Team Members** enrolled in group health benefits shall be eligible for a Health Spending Account beginning July 1, 2016.  
Effective July 1, 2016  
(i) An amount of two hundred and fifty dollars (\$250.00) shall be deposited in the eligible **Team Member's** account on July 1, 2016.  
Effective January 1, 2017  
(ii) An annual amount of three hundred and fifty dollars (\$350.00) shall be deposited in the eligible **Team Member's** account on January 1, 2017.
- (b) **Team Members** who, in the course of a calendar year, are hired or transferred into a position which is eligible for the Health Spending Account shall be:
- (i) entitled to a Health Spending Account on a pro-rata basis, based on the number of full months remaining in the calendar year from the date the benefit eligible position is attained; and
- (ii) eligible to use **their** Health Spending Account for eligible expenditures incurred on or after the eligibility date for health and dental benefits under Article 23.
- (c) A **Team Member** whose eligibility for group health benefits has terminated shall have one (1) month from the first of the month following **their** loss of eligibility to submit a claim for eligible expenditures. For the purpose of this clause, eligible expenditures must have been incurred prior to the date of loss of eligibility.
- (d) The Health Spending Account may be utilized by **Team Members** for purposes of receiving reimbursement for health and dental expenses that are eligible medical expenses in accordance with the Income Tax Act and are not covered by the **Team Member** Benefit Plans outlined in Article 23.
- (e) Where the Employer chooses to contract with an insurance carrier for the administration of the Health Spending Account, the administration of the Health Spending Account shall be subject to and governed by the terms and conditions of the applicable contract.



- (f) Any unused allocation in a **Team Member's** Health Spending Account as of December 31<sup>st</sup> of each calendar year is forfeited.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date

LETTER OF UNDERSTANDING  
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TOUCHMARK AT WEDGEWOOD, A CANADIAN PARTNERSHIP  
-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

**RE: ARTICLE 12 - HOURS OF WORK**  
**CLAUSE 12.05(a)(iii)**

Notwithstanding the 'Hours of Work' provisions of this Collective Agreement, the Employer and the Union agree that hours of work/master rotations/shift schedules (specifically days of rest on two (2) weekends in a four (4) week period) that are current practice are not contract compliant for the following seven (7) **Team Members**:

Licensed Practical Nurses

1. Sharon Johnson
2. Tess Adamz

Health Care Aides

1. Maria Bearis
2. Josephine Berdigan
3. Mary Roquero
4. Nympha Quintos
5. Arleen Luz

The hours of work/master rotations/shift schedules for the above listed **Team Members**, which are posted in accordance with Clause 12.04 as 'combined' meaning the above listed **Team Members** occupy 2 positions simultaneously and are hereby 'protected'.


A 'protected **Team Member**' cannot resign from a portion of the combined position (for example- resign a .4 FTE of the total .8 FTE)


The resignation of one (1) combined position (the total FTE) by a protected **Team Member** will result in the vacant "combined" position posted in accordance with Clause 11.01 and awarded in accordance with Clause 11.04 (b).

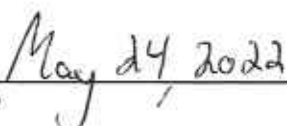
Such hours of work/ master rotations/shift schedules, as approved by the Union, will be set out in this Letter of Understanding between the Employer and the Union.

If layoff as defined in Clause 29.01 (a) is applied by the Employer, the combined positions of each protected **Team Member** shall be reviewed and layoff and recall shall be applied subject to the provisions of Article 29.

This Letter of Understanding shall expire the day before the expiry date of this Collective Agreement. If this Letter of Understanding expires and is not renewed any changes to a **Team Member's** FTE which have resulted from the application of this Letter of Understanding shall remain in effect subject to the terms of this Collective Agreement.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date

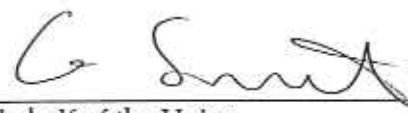


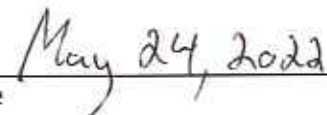
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-AND-  
ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: JOB SECURITY

1. There shall be no layoff, reduction in hours, or displacement of a Regular Team Member classified as a Health Care Aide, or Licensed Practical Nurse working in Health Care Services (Long Term Care funded by Alberta Health Services) at Touchmark at Wedgewood.
2. Notwithstanding the forgoing, a Regular Part Time Team Member classified as a Health Care Aide or Licensed Practical Nurse may, by mutual agreement of the parties, voluntarily reduce their Full Time Equivalency (FTE) by up to point 2 (.2).
3. This Letter of Understanding will not apply for periods where, average daily occupancy falls below sixty-one (61) for thirty (30) consecutive days. This Letter of Understanding shall come back into effect once average daily occupancy rises to sixty-three (63) for seven (7) consecutive days.
4. This Letter of Understanding expires on August 31, 2021 and is not subject to Article 1 of the Collective Bargaining Agreement.

  
\_\_\_\_\_  
On behalf of the Employer

  
\_\_\_\_\_  
On behalf of the Union

  
\_\_\_\_\_  
Date

May 24, 2022  
\_\_\_\_\_  
Date

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

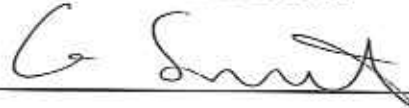
Signed this 24th day of May, 2022.

ON BEHALF OF TOUCHIMARK AT  
WEDGEWOOD, A CANADIAN PARTNERSHIP

  
\_\_\_\_\_

  
\_\_\_\_\_  
WITNESS

ON BEHALF OF THE ALBERTA UNION  
OF PROVINCIAL EMPLOYEES

  
\_\_\_\_\_

  
\_\_\_\_\_  
WITNESS

