

**LETTER OF UNDERSTANDING
Between**

HCN-REVERA LESSEE EDMONTON LP

(the "Employer")

-and-

ALBERTA UNION OF PROVINCIAL EMPLOYEES
LOCAL 048 CHAPTER 015

(the "Union")

(Collectively the "Parties")

Not attached to the collective agreement

Re: ARTICLE 22: SICK LEAVE

WHEREAS the parties acknowledge that Article 22.02 provides that "The Employee may carry over any unused sick days to the next year";

AND WHEREAS the Employer acknowledges that it has been advised by the Union that as the date of the award the Union will fully enforce the clear and plain language of Article 22.02 and the Employer further acknowledges that it will fully honour and respect the plain language;

NOW THEREFORE the Parties agree as follows:

1. The Employer will, on a forward basis following the award, respect each Employee's right to accrue and carry over to the following year any unused sick days that they may have without limitation.
2. This letter may not be referred to in any Enhanced Mediation and voluntary or compulsory interest arbitration involving Revera that relates to any other bargaining unit or facility than the present.
3. The rights and obligations of the Parties under this letter shall be enforceable through the grievance and arbitration process stipulated by the Collective Agreement and, if applicable, through a Labour Board application where relevant.
4. This Letter of Understanding shall be deemed to apply to the Parties, notwithstanding any termination date in the Collective Agreement, unless and until the conditions stipulated by Section 130 (1) of the Labour Code arise or the collective agreement provision in this regard is changed.

Signed and dated on this 7th day of February, 2023.

For the Union:

WILLIAM RAGOTTO

For the Employer

[Signature]