

### Summary of Articles in Agreement (April 9, 2014)

Article	Clause	Summary
Article 1: Term of Collective Agreement	1.04	<ul style="list-style-type: none"> <li>▪ Agreed to move the requirement to be fair and reasonable into both Article 3: Union Recognition and Article 4: Management Rights.</li> </ul>
Article 2: Definitions	2.03	<ul style="list-style-type: none"> <li>▪ Basic rate of pay amended to include Long Service Pay Adjustment.</li> </ul>
Article 3: Union Recognition <i>(Signed Off Jan. 21/14)</i>	3.04	<ul style="list-style-type: none"> <li>▪ The Union and Local will exercise their rights in a manner that is professional, fair and reasonable...</li> </ul>
	3.05	<ul style="list-style-type: none"> <li>▪ Where a provision of the Agreement refers to a form of written communication between the Employer and the Union/Local, it can be provided electronically.</li> </ul>
Article 4: Management Rights <i>(Signed Off Jan. 21/14)</i>	4.02	<ul style="list-style-type: none"> <li>▪ The Employer will exercise their rights in a manner that is professional, fair and reasonable....</li> </ul>
Article 5: Union Dues <i>(Signed Off Dec. 6/13)</i>	5.01	<ul style="list-style-type: none"> <li>▪ Inclusion into the Agreement that the Employer will continue to deduct Union and Local dues levies. The Employer will provide the dues list electronically</li> </ul>
	5.04	<ul style="list-style-type: none"> <li>▪ The Union may have a UNA binder on each unit, program or office.</li> </ul>
	5.05	<ul style="list-style-type: none"> <li>▪ Union Orientation – The Employer will provide the Union with a list of new Employees at each site every two weeks. The Union can schedule a 45 minute presentation to new Employees of the site at no loss of regular earnings. The Local will provide the Employer 14 working days notice of the time, date and place of the presentation.</li> </ul>
	5.06	<ul style="list-style-type: none"> <li>▪ Time off for Union leave will be with pay. The Union will agree to reimburse the Employer for the total cost of the leave plus a 15% administration fee.</li> </ul>
Article 6: No Discrimination <i>(Signed Off Oct. 24/13)</i>	6.01	<ul style="list-style-type: none"> <li>▪ Inclusion of ancestry, place of origin, source of income, and family status. Replaced sex for gender.</li> </ul>
Article 7: Hours of Work		
Article 8: Overtime		
Article 9: On-Call Duty/Call Back		
Article 10: Transportation	10.05(c)	<ul style="list-style-type: none"> <li>▪ Casual Employees will be eligible for the vehicle allowance prorated based on the hours they work in the position that requires the use of a vehicle.</li> </ul>
Article 11: Probationary Period and Orientation	11.03	<ul style="list-style-type: none"> <li>▪ A request by an Employee for additional orientation shall not be unreasonably denied.</li> </ul>
Article 12: Seniority <i>(Signed Off Nov. 7/13)</i>	12.01(c)	<ul style="list-style-type: none"> <li>▪ Deleted – The removal of this clause ensures seniority applies to Employees during the probationary period.</li> </ul>
	12.01(a)(i) & 12.01(a)(ii)	<ul style="list-style-type: none"> <li>▪ Amended to clarify that the selection of lines for a new rotation and for vacant lines is done by regular Employees in order of seniority and by FTE.</li> </ul>

	12.04(e)	<ul style="list-style-type: none"> <li>▪ New – Seniority Tie-Breaking. For Employees with the same seniority date the Union conducts a random ordering to produce individual ranking. Where new Employees are hired and brings the same seniority date as those already existing in the bargaining unit the new Employee will be placed as least senior in ranking.</li> </ul>
	12.05	<ul style="list-style-type: none"> <li>▪ Amended to ensure seniority dates are adjusted if re-entering the bargaining unit from an out of scope position. Previous language referred to “excluded” which may have been interpreted as managerial. This protects the seniority earned before leaving of those going to positions that are exempt or in HSAA or AUPE as long as employment is contiguous to UNA service.</li> </ul>
Article 13: Evaluations and Personnel File <i>(Signed Off Dec. 6/13)</i>	13.01	<ul style="list-style-type: none"> <li>▪ The Employer will strive to provide each Employee with a yearly evaluation. The absence of an evaluation shall mean that the Employee meets expectations.</li> </ul>
	13.03	<ul style="list-style-type: none"> <li>▪ The Employer will have five (5) working days to get the Employee their personnel file at their home site. Current provisions give the Employer two (2) days but it did not have to be at an Employees home site.</li> </ul>
Article 14: Promotions, Transfers & Vacancies	14.02(e)	<ul style="list-style-type: none"> <li>▪ Amend to clarify that the Employer must get approval from the Local (not the Union) to grant extensions to temporary positions.</li> </ul>
Article 15: Layoff and Recall		
Article 16: Responsibility Allowance, Temporary Assignment and In-Charge		
Article 17: Vacations with Pay		
Article 18: Named Holidays		<ul style="list-style-type: none"> <li>▪ The parties have agreed to include language that clarifies the payment for Employees who work overtime on a standard Named Holiday (2.5x) or Super Stat (3x). Wording and placement still to be determined.</li> </ul>
Article 19: Sick Leave		
Article 20: Workers’ Compensation <i>(Signed Off April 9, 2014)</i>		<ul style="list-style-type: none"> <li>▪ Current</li> </ul>
Article 21: Prepaid Health Benefits		
Article 22: Leaves of Absence		
Article 23: Discipline, Dismissal and Resignation		
Article 24: No Strike or Lockout <i>(Signed Off Oct. 22/13)</i>		<ul style="list-style-type: none"> <li>▪ Current</li> </ul>

Article 25: Salaries		
Article 26: Educational Allowances	26.01(a)	<ul style="list-style-type: none"> <li>▪ Inclusion of 50¢ hourly allowance for Certified Diabetes Educator Certificate.</li> <li>▪ Removal and clarification of “or vice versa” language.</li> </ul>
	26.01(c)	<ul style="list-style-type: none"> <li>▪ Inclusion of CARNA as a body that can recognize a degree as equivalent for the purpose of education allowance.</li> </ul>
	26.05(b)	<ul style="list-style-type: none"> <li>▪ Inclusion of Mount Royal University – Advanced Studies in Perinatal and Neonatal Nursing.</li> </ul>
Article 27: Recognition of Previous Experience		
Article 28: Shift Differential and Weekend Premium		<ul style="list-style-type: none"> <li>▪ Inclusion of the concept that Employees cannot be eligible to receive both evening and night shift for the same hours worked. The placement of the language is yet to be determined.</li> </ul>
Article 29: Pension Plan		<ul style="list-style-type: none"> <li>▪ Inclusion of the concept that RRSP matching can only occur until December 31<sup>st</sup> of the year a person turns 71, thereafter it is added to regular earnings. The exact wording needs to be refined.</li> </ul>
Article 30: Part-Time, Temporary and Casual	30.01(b)	<ul style="list-style-type: none"> <li>▪ The parties have agreed to the concept of standard workday part-time Employees choosing to work an extended workday shift without attracting overtime. Wording and placement still to be determined.</li> </ul>
Article 31: Copies of the Collective Agreement <i>(Signed Off Oct. 23/13)</i>		<ul style="list-style-type: none"> <li>▪ Current</li> </ul>
Article 32A: Grievance Procedure		
Article 32B: Compensation Errors <i>(Signed Off Dec. 18/13)</i>	32.01B	<ul style="list-style-type: none"> <li>▪ Errors in compensation overpayments or underpayments to Employees which can be quantified in a dollar value including but not limited to wages, benefits, accruals and underpayment of premiums which arise as a result of administrative, process or system error</li> </ul>
	32.02B(a)	<ul style="list-style-type: none"> <li>▪ Employer errors can only be recovered from a 12 month period preceding the date the Employer became aware.</li> </ul>
	32.03B	<ul style="list-style-type: none"> <li>▪ If an Employee is without pay because of a payroll error the Employer must issue the monies owing within 5 working days.</li> </ul>
Article 33: Arbitration		
Article 34: Occupational Health and Safety		
Article 35: Professional Development		
Article 36: Professional Responsibility		
Article 37: Extended Work		

Day		
Article 38: Technological Change <i>(Signed Off Oct. 22/13)</i>		<ul style="list-style-type: none"> <li>▪ Current</li> </ul>
Article 39: Job Description		
Article 40: Committee Participation <i>(Signed Off Apr. 9/14)</i>		<ul style="list-style-type: none"> <li>▪ Current</li> </ul>
Article 41: Ambulance Duty		
Article 42: Employment Insurance Premium Rebate		
Article 43: Subsistence and Camp Allowance <i>(Signed Off Jan. 21/14)</i>		<ul style="list-style-type: none"> <li>▪ Included a provision that previously only applied to Alberta Hospital Edmonton. Camp allowance of 7.75 hours pay per day and an allowance of \$70 per day in camp will be paid to Employees who attend camp with patients/residents/clients.</li> </ul>
Article 44: Mobility		
<b>Letters of Understanding</b>		
Re: Joint Committee <i>(Signed Off Nov. 7/13)</i>		<ul style="list-style-type: none"> <li>▪ Amended - The Committee will meet at least every two (2) months. Previous language was monthly.</li> </ul>
Re: Deferred Salary Leave <i>(Signed Off Oct. 22/13)</i>		<ul style="list-style-type: none"> <li>▪ Current</li> </ul>
Re: Transitional Issues <i>(Signed Off Oct. 23/13)</i>		<ul style="list-style-type: none"> <li>▪ Delete</li> </ul>
Re: Staffing and Workload Initiative <i>(Signed Off Apr. 9/14)</i>		<ul style="list-style-type: none"> <li>▪ Delete</li> </ul>
<b>New</b> Re: Duty To Accommodate <i>(Signed Off Jan. 21/14)</i>		<ul style="list-style-type: none"> <li>▪ Recognition that the accommodation of Employees is a shared responsibility and that inclusiveness is of particular importance in the health care sector.</li> <li>▪ If during the process of accommodation and dispute arises, either party may the issue to the Dispute Resolution Advisory Committee.</li> </ul>