

LETTER OF UNDERSTANDING
BETWEEN
ALBERTA HEALTH SERVICES
AND
THE UNITED NURSES OF ALBERTA
RE: VOLUNTARY EXIT PROGRAM

Voluntary Exit Program

The Voluntary Exit Program (the Program) is a time-limited program that gives consideration to Employee preference to terminate employment prior to the Employer utilizing the provisions of Article 15: Layoff And Recall to effect staff reductions.

Eligibility

The Program is available to Regular Full-time or Regular Part-time Employees.

Employees who have been laid off with recall rights will not be eligible to apply for the program.

Formula

Payment under the Program will be calculated based on the following formula:

One and one half weeks regular salary for each full year of continuous service to a maximum payment of 52 weeks. Partial years of service will be included in the payment calculation on a pro rated basis.

Regular salary = (regularly scheduled annual hours of work as at date of application for the Program) x (basic rate of pay) divided by 52.

For the purposes of the Program, continuous service will be based on the Employee's most recent date of hire with Alberta Health Services or one of its predecessor entities.

Expression of Interest

The Expression of Interest period begins one week following the date of ratification of this Letter of Understanding and closes at 4:30 pm two weeks following.

Approval

Applications will only be approved if the termination results in a net reduction in FTE's.

AHS has sole discretion for approving voluntary exit applications.

Regular Employees whose applications for the Program are approved will have no right to recall under Article 15: Layoff and Recall.

In the event that an Employee has submitted an application for the Program which has not yet been approved by the Employer and the Employee subsequently receives notice of layoff or notice of displacement in accordance with Article 15: Layoff and Recall, the Employee shall have the option of exercising the rights under the Collective Agreement (Article 15: Layoff and Recall, or the Letter of Understanding re: Severance, if applicable) or taking the Program. If the Employee selects the Program, the Employee's application for the Program will be considered approved.

The Employer reserves the right to determine the date of termination.

Re-Employment

An individual accepting a voluntary lump sum will not be eligible for re-employment or fee for service work arrangements with Alberta Health Services or its wholly-owned subsidiaries or corporations (Carewest, Calgary Lab Services, and Capital Care Group) or with Covenant Health for the time period equal to 2X their payment period, with a minimum of six months ("no rehire period").

The individual may be considered for hire into a regular position by an Employer referred to above provided they repay the Employer from whom severance was received, the difference, if any, between the time they were unemployed and the length of time for which the severance was paid.

Notwithstanding the above, individuals who terminate employment through the Program may work on a casual basis as approved by the Employer during the no rehire period.

Process

Expressions of Interest

Expressions of Interest must be submitted to HR Services by the deadline noted in the above "Expression of Interest" section of this Letter of Understanding. At the completion of the "Expression of Interest" period, the Employer shall provide the Union with a listing of Employees who have made an "Expression of Interest."

An Employee expressing interest will receive information on the Voluntary Exit Lump Sum calculation within 15 working days of the Expression of Interest deadline. The Employer shall provide a summary of information to the Union.

Applications

Applicants must confirm registration in the Voluntary Exit Program within one week following receipt of the information on the Voluntary Exit Lump Sum calculation. The Employer shall provide a listing of confirmed registrations to the Union.

Applications will remain valid for 4 months from confirmation of registration in Voluntary Exit Program.

Once applicants confirm registration in the Voluntary Exit Program, the application is irrevocable.

The Employer will advise applicants and the Union whether the application has been approved and the termination date.