

MEMORANDUM OF AGREEMENT
BETWEEN COVENANT HEALTH (THE EMPLOYER)
AND
UNITED NURSES OF ALBERTA LOCALS
RE: VOLUNTARY EARLY RETIREMENT PROGRAM

WHEREAS the Employer anticipates the necessity of reducing the workforce;

AND WHEREAS it is the Employer's desire to minimize that amount of disruption in the workplace;

AND WHEREAS the Employer would like to minimize layoffs by offering an incentive for Employees to seek an early retirement;

AND WHEREAS both the Union and the Employer see the value in the Voluntary Early Retirement Program;

THEREFORE the parties agree on the following:

1. The Employer will offer a voluntary early retirement program to eligible Employees as set out in the program attached as Schedule "A".;
2. The Union accepts the Voluntary Retirement Program as set out in attached Schedule "A".
3. The offering of a Voluntary Early Retirement Program is time limited and will be offered on a one-time basis only in early 2010.

COVENANT HEALTH

DATE: _____

**UNITED NURSES OF ALBERTA
LOCALS _____**

DATE: _____

