

MEMORANDUM OF SETTLEMENT

Between

UNITED NURSES OF ALBERTA

And

PROVINCIAL HEALTH AUTHORITIES OF ALBERTA

**On behalf of Union Locals and Employers party to the Multi-
Employer/UNA
(Facility and Community) Collective Agreements**

RE: ARTICLE 5.07 Reimbursement of Professional Fees

A. Resolution of Grievances

WHEREAS the United Nurses of Alberta (UNA) has filed the grievances listed in Appendix A (attached) regarding the application and interpretation of Article 5.07 of the Multi-Employer/UNA (Facility and Community) Collective Agreements;

AND WHEREAS it is the desire of the Parties to settle these grievances in accordance with discussions of the Multi-Employer/UNA Joint Committee;

NOW THEREFORE, without precedent and without prejudice and without any admission of wrongdoing or error, the parties propose to settle the grievances identified in Appendix A as being resolved by this Memorandum of Settlement based upon the following terms:

1. Employees named in the grievances listed in Appendix A, that meet the following agreed upon criteria shall receive reimbursement of one hundred dollars (\$100) for the 2001 Alberta Association of Registered Nurses or the 2002 Registered Psychiatric Nurses Association of Alberta registration fees:

Registration fee reimbursement eligibility criteria:

- (a) An Employee who has completed six hundred and eighty four point six (684.6) or greater regular hours actually worked in the previous fiscal year and has active registration with the Alberta Association of Registered Nurses or the Registered Psychiatric Nurses Association of Alberta at the beginning

of the next registration year, shall receive a one hundred dollar (\$100.00) reimbursement to her or his Alberta Association of Registered Nurses or the Registered Psychiatric Nurses Association of Alberta registration fee.

- (b) Leaves of absence for Union business, other leaves of absence not exceeding one (1) month, periods of sick leave with pay and while in receipt of Workers' Compensation benefits and educational leave up to twenty-four (24) months shall be considered as hours worked for the purposes of calculating eligibility for the partial reimbursement of registration fees in accordance with Article 5.07(a).

B. Future Application of Article 5.07

WHEREAS it is the intention of the parties to clarify the interpretation and application of Article 5.07 of the Multi-Employer/UNA (Community and Facility) Collective Agreements;

1. Effective August 1, 2002, Article 5.07 shall be applied as follows:

- 5.07 (a) An Employee who has completed six hundred and eighty four point six (684.6) or greater regular hours actually worked in the previous fiscal year and has active registration with the Alberta Association of Registered Nurses or the Registered Psychiatric Nurses Association of Alberta at the beginning of the next registration year, shall receive a one hundred dollar (\$100.00) reimbursement to her or his Alberta Association of Registered Nurses or the Registered Psychiatric Nurses Association of Alberta registration fee.

- (b) Leaves of absence for Union business, other leaves of absence not exceeding one (1) month, periods of sick leave with pay and while in receipt of Workers' Compensation benefits and educational leave up to twenty-four (24) months shall be considered as hours worked for the purposes of calculating eligibility for the partial reimbursement of registration fees in accordance with Article 5.07(a).

2. The application of Article 5.07 of the Multi-Employer/UNA (Facility) Collective Agreement described in Item 1 above shall apply to Alberta Hospital Edmonton and UNA Local #183 until a new Collective Agreement has been executed. In the event that the responsibility for governance of Alberta Hospital Edmonton has not transferred from the Alberta Mental Health Board to the Capital Health Authority before the expiry of the Multi-Employer/UNA (Facility) Collective Agreement, then, effective the first day of the next Collective Agreement, Addendum V: of the Multi-Employer/UNA (Facility) Collective Agreement – Local Conditions applicable to the Alberta

Hospital Edmonton and United Nurses of Alberta, Local #183, shall be amended to add the application of Article 5.07 as follows:

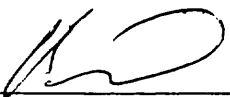
- 5.07 (a) An Employee who has completed seven hundred and thirty one point six (731.6) or greater regular hours actually worked in the previous fiscal year and has active registration with the Alberta Association of Registered Nurses or the Registered Psychiatric Nurses Association of Alberta at the beginning of the next registration year, shall receive a one hundred dollar (\$100.00) reimbursement to her or his Alberta Association of Registered Nurses or the Registered Psychiatric Nurses Association of Alberta registration fee.
- (b) Leaves of absence for Union business, other leaves of absence not exceeding one (1) month, periods of sick leave with pay and while in receipt of Workers' Compensation benefits and educational leave up to twenty-four (24) months shall be considered as hours worked for the purposes of calculating eligibility for the partial reimbursement of registration fees in accordance with Article 5.07(a).

C. Implementation

1. **Effective Date** – Subject to the approval of UNA and Employers, the agreed upon future application of Article 5.07 described in Item 2 above, shall become effective August 1, 2002.
2. **Resolution of Grievances** – If UNA and an Employer have approved this Memorandum of Settlement then the Grievance(s) shall be resolved by such approvals; and
 - (a) UNA, and the Grievor(s) of any Appendix A Grievance, if applicable, release the Employer from all claims (except in respect of a breach of the terms of this Memorandum of Settlement) in any way connected with the circumstances giving rise to the Grievance(s); and
 - (b) UNA, and the Grievor if applicable, shall withdraw the Grievance(s) identified in Appendix A.

Dated at Edmonton, Alberta, this 29 day of May, 2002.

On Behalf of Employers:



On Behalf of the United Nurses of Alberta: