

JOINT COMMUNICATION

Multi-Employer/UNA Joint Committee – Mediated Resolution Re: Interpretation and Application of Article 10 Transportation

The Multi-Employer/UNA Joint Committee has reached a mediated settlement of the issues related to the interpretation and administration of Article 10: Transportation in the Multi-Employer/UNA Collective Agreement. This settlement has been approved by both Employers and UNA. Arbitrations previously scheduled to proceed in early October on these issues have been cancelled and any grievances filed by UNA regarding these issues are resolved by this settlement.

The parties have agreed to administer Articles 10.05 and 10.07 as follows:

The Settlement

1. Article 10.05: Vehicle Allowance

- The Employer retains the right to determine positions that will require a vehicle.
- Requirement to use personal vehicle can be amended subject to reasonable notice. Should the employer decide that an employee is no longer required to utilize their personal vehicle for use in their employment, such decision shall be made in good faith.
- For initial implementation only, 90 days notice will be provided to employee's being advised that they are no longer required to use their personal automobile for work. Employers will make a lump sum retroactive payment to employees that have been advised that they are no longer required to utilize their personal vehicle for work. The required payment is the difference between the number of days notice previously provided to employees and the agreed upon 90 days. For part-time employees, this retroactive payment is to be based on the employee's full-time equivalency with no adjustment for any additional hours worked.
- In the case of new or vacant positions, the employer will identify the requirement in the job posting.
- No interest is payable for late implementation.
- Employers will pay the allowance in the manner most feasible to them. (hourly (at \$0.81/hour), bi-weekly or monthly).
- A monthly maximum of \$130.00 per month will be imposed.
- For the ongoing payment of the vehicle allowance, hours worked for part-time and casual employees will include paid vacation up to 30 consecutive calendar days, sick leave up to 30 consecutive calendar days, and paid and unpaid leaves of absence up to 30 consecutive calendar days. Additional hours worked by part-time employees and paid at their basic rate of pay are to be included.

- Overtime hours after the daily hours of work will not be included in the adjustments for part-time employees.
- For other hours paid at 2x (short notice schedule changes, worked required on unscheduled days for part-time employees, etc.), only one hour is counted for purposes of increasing the vehicle allowance for each hour worked.
- The allowance amount for part-time and casual employees shall be adjusted at least quarterly, but may be adjusted more frequently if the allowance is being paid bi-weekly or monthly. The adjustments are not required if the allowance is being paid hourly.
- Part-time and casual employees will only be eligible to receive a vehicle allowance if the vehicle requirement is associated with their home site assignment. If the requirement to have a vehicle is associated with the part-time or casual employee's home site assignment, then the adjustment to the vehicle allowance will include all hours worked by that employee as described above. If the home site assignment does not require a vehicle, then the allowance shall not be paid for any hours worked, even if the other work does require a vehicle. In such situations, only mileage would be paid.

2. Article 10.07 (c) – 1st and last report of the day – alternate locations

Without prejudice, for the term of this collective agreement only, the employer will compensate employees for commuting to and from alternate locations at the start or end of their shift in accordance with the following:

- Effective October 1, 2005, once the 20 kilometer threshold has been reached, employees will be compensated for the entire difference between their regular commute and the commute to and/or from the alternate location. For example, if the employee's regular commute from their residence to their designated home site is 15 km, and they are required to report for work at an alternate site (Site B), and the commute from the employee's residence to Site B is 45 km., then the employee would be paid travel time and mileage for 30 km.
- Payment retroactive to October, 2004 for individual grievors as agreed upon by the parties.

If you have any questions regarding this settlement, please contact:

For the Union:

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