

EMPLOYER MONETARY PROPOSALS FOR THE
COLLECTIVE AGREEMENT

BETWEEN

Alberta Health Services
Covenant Health
Lamont Health Care
The Bethany Group (Camrose)

- and -

United Nurses of Alberta

NOTES:

- The Employer has utilized the current collective agreement as the base document for this proposal.
- Proposed changes are identified as follows:
 - **Proposed new language is identified in red bold type;**
 - Language proposed to be deleted is identified by ~~red-strikethrough~~;
- In some cases proposed changes may require consequential amendments elsewhere in the Collective Agreement. In such cases, these consequential amendments are to be included in this proposal even though not specifically referenced herein.
- The Employer reserves the right to table counter proposals in response to any proposals made by the Union.
- This proposal is complete except for any errors or omissions.
- This proposal is made on a “without prejudice” basis. If these proposals are not accepted, the Employer reserves the right to withdraw and/or change its positions on any of the enclosed articles.

Monetary Proposal

SALARY INCREASES

Effective Date	Increase
Date of Ratification or April 1, 2024, whichever is later	2%
April 1, 2025	2%
April 1, 2026	1.75%
April 1, 2027	1.75%

ARTICLE 1: TERM OF COLLECTIVE AGREEMENT

- 1.01 Except where otherwise stated in this Collective Agreement, this Collective Agreement shall be in force and effect from and after April 1, **2024**, or the date upon which the United Nurses of Alberta and the Employer exchange notice of ratification by their principals of the terms of this Collective Agreement, whichever is later up to and including March 31, **2028**, and from year to year thereafter unless notice, in writing, is given by either party to the other party not less than 60 days nor more than 120 days prior to the expiration date of its desire to amend this Collective Agreement.
- 1.02 This Collective Agreement shall continue in force and effect until a new Collective Agreement has been concluded or until a strike or lockout commences.
- ~~1.03 An Employee whose employment has terminated prior to the signing of this Collective Agreement is eligible to receive retroactively any increase(s) they would have received but for the termination of employment, upon the submission of a written application to the Employer within 90 calendar days of the signing of the Agreement.~~

ARTICLE 16: RESPONSIBILITY ALLOWANCE, TEMPORARY ASSIGNMENT AND IN CHARGE

16.01 Responsibility Allowance

- (a) An Employee who is assigned additional responsibilities which contribute to the administration of program(s) and which comprise at least 25% of the Employee's workload and regularly includes the supervision of and/or coordination of other Employees, shall be paid \$2.00 per hour in addition to the Employee's Basic Rate of Pay.
- (b) The Employer reserves the exclusive right to determine the need for and to assign these responsibilities.

16.02 In Charge Pay

- (a) The Employer shall designate a person to be in charge of a unit. Where such person is absent from the unit for a consecutive time period of two (2) hours or more, an alternate will be designated in charge.
- (b)
 - (i) When an Employee who holds the position of a Staff Nurse is designated in charge of a unit, such Employee shall be paid an additional \$2.00 per hour.
 - (ii) When an Employee who holds the position of an Assistant Head Nurse is designated in charge of a unit, such Employee shall be paid an hourly rate which is no less than what a Staff Nurse at the same pay step would be paid when designated in charge.
- (c) The Employer shall prepare a document specifying the roles and responsibilities of a person designated in charge, including the processes, tools or algorithms for augmenting staff. Copies of such documents shall be on hand at each nursing unit and shall be available to each Employee upon request.
- (d) Persons designated in charge shall have the authority to augment staff (which may include authorization of overtime) to ensure patient safety considering the volume of patients on the unit and their acuity. In exercising this authority, Employees are expected to use their critical thinking skills, along with their professional and clinical judgment subject to any Employer-issued processes, tools or algorithms.
- (e) Where, as of June 14, 2010, the person in charge of a unit on a specific Shift was a Registered Nurse or Registered Psychiatric Nurse, the person designated in charge of that unit and specific Shift will continue to be a Registered Nurse or Registered Psychiatric Nurse.
- (f) The Employer shall provide an appropriate orientation to an Employee prior to assigning the Employee in charge.

- 16.03 No Employee shall receive payment under both Article 16.01 and Article 16.02 concurrently.

16.04 Where there is not an out-of-scope management person reasonably available, an Employee shall be assigned responsibility for the administrative operation of a site in addition to being designated in charge of a unit. The Employee shall be paid \$3.00 per hour in lieu of the premium outlined in Article 16.01(a) or Article 16.02(b).

16.05 Temporary Assignment

Notwithstanding Article 2.04(b)(iii), Regular or Temporary Employees may be assigned to relieve others for additional duties.

- (a) Where an Employee is assigned to temporarily replace another Employee who is receiving a Responsibility Allowance as per Article 16.01, such Employee shall receive an amount not greater than the amount provided in Article 16.01.
- (b) When an Employee is assigned to replace another Employee in a higher paid classification for one (1) full Shift or longer, the Employee shall be paid an additional amount equal to the differential between the Employee's current rate of pay and the equivalent step for the more senior classification in which the Employee is relieving.
- (c) When an Employee is assigned to replace another person in an out-of-scope position at a more senior level for one (1) full Shift or longer, the Employee shall be paid an additional \$2.00 per hour.

16.06 Preceptor Pay

- (a) The Employer shall establish a roster on which Employees may indicate their interest in performing preceptor duties. In assigning preceptor duties, the Employer shall first consider the Employees on the roster.
- (b) A Registered Nurse or Registered Psychiatric Nurse assigned by the Employer as a preceptor shall receive an additional ~~65¢~~ **\$1.00** per hour.
- (c) "Preceptor" shall mean a Registered Nurse or Registered Psychiatric Nurse who is assigned to supervise, educate or evaluate students.

Rural Capacity Investment Fund

- Renew LOU#27 for the duration of the Collective Agreement.
- Increase the amounts of the RCIF by 4%/year.
- Note: The Employer would like to discuss the possibility of continuing the work of the RCIF Committee for the 2024 fiscal year while negotiation of the collective agreement remains ongoing.

LETTER OF UNDERSTANDING #27

RE: RURAL CAPACITY INVESTMENT FUND (“THE FUND”)

In addition to the provisions outlined in this Collective Agreement, effective the date of ratification, the parties agree to implement a Rural Capacity Investment Fund. The fund ~~allocations shall be as follows will allocate \$7.5 million/fiscal year as follows:~~

- ~~• \$5 million for recruitment and retention incentives, as agreed by the parties; and~~
- ~~• \$2.5 million for relocation assistance, as agreed by the parties.~~

Effective Date	Recruitment and Retention Incentives as agreed by the parties	Relocation Assistance as agreed by the parties	Total Fund Allocation/Fiscal Year
April 1, 2024	\$ 5,200,000.00	\$ 2,600,000.00	\$ 7,800,000.00
April 1, 2025	\$ 5,408,000.00	\$ 2,704,000.00	\$ 8,112,000.00
April 1, 2026	\$ 5,624,320.00	\$ 2,812,160.00	\$ 8,436,480.00
April 1, 2027	\$ 5,849,293.00	\$ 2,924,646.00	\$ 8,773,940.00

The Fund will be used to support initiatives aimed at addressing recruitment and retention challenges experienced by sites/programs/positions deemed by the parties to be “difficult to recruit to” in the North, Central, and South Zones of signatory Employers to this Collective Agreement. “Difficult to recruit to” may be determined by indicators such as:

- high vacancy rates;
- vacancies that remain unfilled for longer than 90 days;
- high turnover; or
- mutual agreement of the parties.

All initiatives approved under the Fund will focus on producing a stable workforce and sustaining that stability over the longer term. Funded initiatives may target new Employees, may focus on site/program-specific concerns, or may address broader recruitment and retention challenges for the Employers. The parties agree that payment of recruitment and retention incentives or reimbursement for relocation expenses under this Fund will be conditional upon completion of a return-for-service agreement as agreed by the parties.

The parties agree that the recruitment and retention initiatives may vary, depending on the identified needs. Employer and Union representatives will work at the Local or Zone/Program level, as appropriate, to reach agreement on recommended initiatives; discussions at the Local level shall utilize the Workforce Enhancement Task Force as described in Letter of Understanding #7 of this Collective Agreement.

The parties will endeavor to use the entire Fund within each fiscal year. The parties will review the Fund and the effectiveness of initiatives quarterly through the Joint Committee, and agree to share any necessary information to assist in evaluating the effectiveness of the Fund in addressing rural and remote capacity issues.

Operation of the Fund

A Rural Capacity Investment Fund Committee (“the Committee”) shall be established within 30 days of ratification.

The Committee shall be comprised of 5 Employer and 5 Union representatives and a neutral Facilitator appointed by the Committee. The parties may mutually agree to add additional representatives as necessary. At least one of the Employer representatives and at least one of the Union representatives shall be from Covenant Health.

The primary function of the Committee is to ensure appropriate and full use of the funds to address rural and remote recruitment and retention challenges and will include:

- Annual allocation of funds to participating Employers with operations in the North, Central and South Zones, based on identified criteria from the previous fiscal year or workforce forecasting.
- Determining the portion of funds to hold in reserve to ensure the Fund can respond to recruitment and retention challenges that arise throughout the year; such portion must not be more than 25%.
- Reviewing, considering, and approving proposed agreed upon initiatives from participating Employers with operations in the North, Central and South Zones.
- Deciding between competing proposed initiatives or devising an appropriate solution when the parties have not been able to agree on a particular initiative.
- Assessing allocations, funding status and initiatives quarterly in an effort to ensure the Fund is addressing recruitment and retention challenges as intended. This includes adjustments to the allocations and reconsideration of initiatives previously denied and/or new initiatives submitted for consideration.

The Committee shall use a consensus-based decision making model.

The role of the Facilitator is to:

- educate the committee on the consensus based decision making model;
- assist the committee in setting norms; and
- chair meetings and lead consensus-building sessions, and
- render binding decisions when the committee cannot reach consensus.

The Facilitator’s fees shall be paid from the Fund.

Administration of the Fund shall be in compliance with AHS Finance and Audit requirements.

Development and Submission of Initiatives:

Prior to the beginning of each fiscal year, Employer and Union representatives will work at the Local or Zone/Program level, as appropriate, to reach agreement on recommended initiatives.

All agreed to initiatives will be submitted to the Committee for consideration.

In circumstances where the parties cannot reach agreement regarding the initiative, the competing proposals shall be submitted to the Committee for consideration.

This Letter of Understanding shall expire on March 30, ~~2024~~**2028**.