

HSA – AHS
Summary of Tentative Agreement
Signed off Articles and Mediator’s Recommendation
UPDATED: June 28, 2022

LEGEND:

Agreed in principle

No Change

Signed off amended

Mediators Recommendation (note: certain articles contain a combination of signed off language and mediator’s recommendations)

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
#	TITLE			
	Preamble	Signed Off	No changes	
1	Term of Collective Agreement	Agreed in Principle	<ul style="list-style-type: none"> Four (4) year term expiring March 31, 2024 	
2	Definitions	Signed Off	<ul style="list-style-type: none"> Capitalize “Employee” throughout agreement Capitalize “Site” throughout agreement Capitalize “Basic Rate of Pay” GAIN – 2.13 Enhanced steward definition GAIN – NEW 2.14 Definition of “Local Unit Representative” 	AHS sought to expand their rights to longer temporary postings – WITHDRAWN
3	Management Rights	Signed Off	No changes	
4	Recognition and Union Business	Signed Off	<ul style="list-style-type: none"> GAIN – 4.06/4.08 enhancements to Steward language that recognize the important role Stewards play in employee/employer relations 	AHS sought to change current practice of “without loss of pay” and require the Union to reimburse AHS for steward’s work on the job plus any OT or premium costs and a 15% administration fee for replacement coverage – WITHDRAWN
5	Dues Deduction and Union Membership	Signed Off	No changes	
6	No Discrimination	Signed Off	No changes	
7	No Strike or Lockout	Signed Off	<ul style="list-style-type: none"> GAIN – 7.02 Deletion of deemed termination clause 	

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
#	TITLE			
8	Bulletin Boards	Signed Off	No changes	
9	Probationary Period	Signed Off	<ul style="list-style-type: none"> GAIN – reduction of probationary period from 1007.5 to 503.75 hours excluding training and up to 60 hours of paid orientation GAIN – 9.01 overtime hours are no longer excluded from hours worked toward probation period 9.01 new language that clarifies probation calculation for Casual transferring to Regular or Temporary positions 	
10	Hours of Work	Signed Off	No changes	
11	Work Schedules and Shifts	Signed Off	No changes	AHS sought to reduce hours of rest between scheduled shifts and increase number of days one could be scheduled in a row – WITHDRAWN
12	Overtime	Signed Off	No changes	
13	On-Call Duty	Signed Off	No changes	AHS sought the ability to cancel a scheduled on-call shift or shifts with minimal notice – WITHDRAWN
14	Salaries	Signed Off	<ul style="list-style-type: none"> GAIN – 14.04(a)(b)(c) Provisional (Para & Tech) start at 90% of the starting rate of the classification level to which they have been hired (previously Step 1 of Level 1) 	AHS sought to delete Sole Charge Capacity clause – WITHDRAWN
15	Recognition of Previous Experience	Signed Off	No changes	
16	Shift Differential and Weekend Premium	Signed Off	No changes	AHS sought to significantly reduce the hours where premiums would be applicable – WITHDRAWN
17	Responsibility Pay	Signed Off	No changes	
18	Temporary Assignments	Signed Off	No changes	
19	Ambulance Duty and Camp Allowance	Signed Off	No changes	AHS sought to delete Camp Allowance – WITHDRAWN

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
#	TITLE			
20	Travel Expenses	Signed Off/Mediator Recommendation	<ul style="list-style-type: none"> GAIN – 20.02 (a) per KMS reimbursement for those employees requiring an automobile for work increased to \$0.61 GAIN – Commitment from AHS to apply language in 20.02(f) in same way they are applying it for other bargaining units with same language (in accordance with interpretation advanced in recent arbitration on the matter by HSAA). The current Joint Communication on Travel will be scrapped. *20.02(f) KMS threshold - HSAA proposed to reduce it from 25 KMS to 20 KMS – <u>No Change SEE Mediator’s Recommendation</u> 	
21	Vacation with Pay	Signed Off	<ul style="list-style-type: none"> GAIN – 21.01(b) Effective Jan 1, 2023, definition of vacation year amended to commence on May 1 and conclude on April 30 of the calendar year GAIN – 21.05(e) New requirement for employer to provide information on number of employees that can be granted time off at time of vacation planner posting. Timelines for submission and approval of request have changed to reflect new definition of vacation year GAIN - 21.06 Date to use excess vacation changed to reflect new definition of vacation year NOTE: See NEW LOU Re: Process to Use Vacation Credits for the Month of April 2023 	
22	Named Holidays	Mediator’s Recommendation	<ul style="list-style-type: none"> 22.01 addition of National Day of Truth and Reconciliation to list of Named Holidays - <u>No Change SEE Mediator’s Recommendation</u> 22.02 amendment to language to ensure full-time employees who are sick on a named holiday that they are scheduled to work are eligible for the stat - <u>No Change SEE Mediator’s Recommendation</u> 	AHS sought to delete “super stat” premiums and the employee’s ability to add earned stat to annual vacation - WITHDRAWN
23	Sick Leave	Signed Off	No changes	AHS sought to delete 2 hour paid appointment time – WITHDRAWN

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
#	TITLE			
24	Workers' Compensation	Signed Off	<ul style="list-style-type: none"> • 24.01(b) Employer will remain paymaster for those not eligible for WCB Supplement • GAIN – 24.01(c) Deletion of language that caused delays for reimbursement of over/underpayments • NOTE: See NEW LOU Re: Worker's Compensation 	
25	Employee Benefit Plans	Signed Off	<ul style="list-style-type: none"> • GAIN – 25.01 (b) (iii) reduced STD waiting period from 14 days to 7 days • Outdated language from last round of bargaining deleted • GAIN – 25.07 (c) "opt in" period will be offered following date of ratification • GAIN – 25.08 (c) new language that prevents AHS from making substantive changes to the the benefit plans without mutual agreement from HSAA 	
26	Pension Plan	Signed Off	No changes	
27	Over/Under Payments	Signed Off	No changes	
28	Seniority	Signed Off	No substantive changes	
29	Promotions, Transfers and Vacancies	Signed Off	<ul style="list-style-type: none"> • 29.01(a) Delete requirement to provide access to electronic postings • GAIN - 29.01(d) Additional info required on postings • GAIN – 29.04(a) Clarity that Regular employees in temporary positions maintain their Regular status • GAIN – 29.12(d) Add "Personal Leave" 	
30	Layoff and Recall	Signed Off	<ul style="list-style-type: none"> • GAIN – 30.01(a) include "current seniority" • GAIN - 30.01(b) increase notice period from 14 days to 28 days • GAIN – 30.01 (e) clarify that members have a right to union representation if they choose to have one present at meeting where layoff notice will be served • GAIN – 30.02(b)(c) seniority rights strengthened - laid off employees will be able to displace any less senior employee in the classification within the site or within 50 kms radius of 	

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			site where no less senior employee exists (previously could only displace the “least” senior)	
31	Technological Change	Signed Off	No changes	
32	Contracting Out	Mediator’s Recommendation	<ul style="list-style-type: none"> No involuntary loss of employment or reduction in FTE during life of agreement and no bargaining unit be performed by a person not in the bargaining unit- No Change SEE Mediator’s Recommendation 	
33	Leaves of Absence	Signed Off/Mediator’s Recommendation	<ul style="list-style-type: none"> GAIN – 33.05 (a)(i) Bereavement Leave – 5 consecutive working days extended to aunt, uncle, niece, nephew and all other “family” listed in (iii) 33.05(d) new title “Funeral/Memorial” Ceremony Leave – clarified up to one working day off without loss of pay 33.13(d) new language respecting shared responsibility to develop safety plan 33.04 – Personal Leave new definition of “day” to be the length of the employee’s shift - No Change SEE Mediator’s Recommendation 33.06/33.07 Maternity Leave/Paternity Leave - continuation of cost share for benefits during length of leave where requested by the employee - No Change SEE Mediator’s Recommendation 33.13 – Domestic Violence Leave – LOA of up to 5 days with pay - No Change SEE Mediator’s Recommendation 	
34	In-Service Programs	Signed Off	No changes	
35	Court Appearance	Signed Off	No changes	
36	Evaluations and Personnel Files and Employee Health Files	Signed Off	<ul style="list-style-type: none"> GAIN – 36.03(c) – clarify that the employer should endeavor to schedule performance evaluations on days of work 	
37	Discipline and Dismissal	Mediator’s Recommendation	<ul style="list-style-type: none"> HSAA’s position is current – no changes 	37.07 – AHS looks to minimize rights for removal of disciplinary letters after 2 years by excluding periods of approved LOA and requiring a clear record during

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				the 2 year period - <u>No Change SEE Mediator's Recommendation</u>
38	Resignation/Termination	Signed Off	<ul style="list-style-type: none"> Amend 38.01 and delete 38.02 – reflect current practice 	
39	Job Descriptions	Signed Off	No changes	
40	Job Classifications	Signed Off	<ul style="list-style-type: none"> New clause added clarifying “day” to mean consecutive calendar days excluding Saturday, Sunday⁶ and Named Holidays GAIN – see new LOU formalizing a Joint Classification Committee 	
41	Employee-Management Advisory Committee	Signed Off	<ul style="list-style-type: none"> 41.01 clarify limits of EMAC to issues outside of the Collective Agreement GAIN – NEW 41.02 clarify that the Union appoints EMAC representatives 	
42	Workplace Health, Safety and Wellness	Signed Off	<ul style="list-style-type: none"> GAIN – addition of new clause 42.08 obligating the parties to provide relevant information at least 5 days prior to an discussions or meeting on that subject 	
43	Protective Clothing	Signed Off	No changes	
44	Part-time, Temporary and Casual Employees	Signed Off/ Mediator's Recommendation	<ul style="list-style-type: none"> GAIN – explicit language around paid rest periods for part-time shifts less than 5 hours in length GAIN – 44.13 reduction in probation period to 503.75 hours HSAA agreed to new language that allows AHS to enter into a process to terminate inactive casuals after 3 months of inactivity provided the casual has been offered shifts and declined AND they have not notified their manager that they will have a period of inactivity (illness, family obligations, maternity, travel etc.) 44.01 – delete Sick Leave and Discipline and Dismissal from list of Casual exclusions- <u>No Change SEE Mediator's Recommendation</u> 	AHS sought to delete the ratio for part-time work days to non-workdays (5:2) and to limit part-time overtime eligibility – WITHDRAWN

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			<ul style="list-style-type: none"> 44.09 –include National Day of Truth and Reconciliation in list of Named Holidays- No Change SEE Mediator’s Recommendation 44.10 – Sick Leave – expanded right to use sick leave on additional scheduled shifts for part-time employees and provision for earned sick leave bank for casual employees *note this would result in consequential changes to 44.12- No Change SEE Mediator’s Recommendation 	
45	Modified Workday	Signed Off	<ul style="list-style-type: none"> 45.07 – inclusion of supplemental vacation language (reflects current practice) 45.08 (A) – Named Holidays language amended to allow any new additions to list in 22.01 to automatically be included in the calculation of Named Holidays for those on modified work day 	
46	Grievance Procedure	Signed Off	<ul style="list-style-type: none"> GAIN – 46.02(iii) Ability to file group grievances GAIN – 46.02(d) New option for parties to bring unresolved grievances to optional mediation (external) GAIN – 46.03(b) Deletion of ambiguous language GAIN – 46.05 NEW clause granting ability for either party to request a without prejudice labour relations discussion regarding relevant information 	
47	Grievance Arbitration	Signed Off	No changes	
48	Copies of the Collective Agreement	Compete	<ul style="list-style-type: none"> 48.02 Delete clause requiring employer to provide copy of collective agreement in paper form to new employees 	
49	Critical Incident Stress Management	Signed Off	<ul style="list-style-type: none"> Change in title – Critical Incident Management GAIN – provisions have been substantially expanded and include a definition, specific reference to downtime without loss of pay, right to mental health support in various forms and requirement for employer to complete WCB reporting for each psychological injury claim 	
#1	Letter of Understanding re: Job-Sharing	Signed Off	No changes	

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
#	TITLE			
#2	Letter of Understanding re: Severance	Signed Off	<ul style="list-style-type: none"> GAIN – clause 6 increase time to consider severance option from 14 days to 28 days from date of notice 	
#3	Letter of Understanding re: Mobility	Signed Off	<ul style="list-style-type: none"> GAIN – 1(c) Temporary Assignments - addition of “as much notice as possible” GAIN – 1(e) Temporary Assignments – new language that provides for cavass of volunteers and refence to assignments being in reverse order of seniority 	
#4	Letter of Understanding re: Joint Committee	Signed Off	<ul style="list-style-type: none"> Requirement to meet reduced to quarterly Delete reference to “make recommendations” and replace with “share information” Delete clause 6 reference to independent third party 	
#5	Letter of Understanding re: Joint Benefits Committee	Signed Off	<ul style="list-style-type: none"> Committee has been established – amend language to reflect Requirement to meet reduced to 3X per calendar year Delete reference to researching options for retiree/bridging benefits (work completed by previous committee) 	
#6	Letter of Understanding re: Flexible Spending Account (FSA)	Mediator's Recommendation	<ul style="list-style-type: none"> HSAA's position is current – no changes 	Clause #2 (a) AHS wishes to delete \$1,250 FSA allowance and reduce allowance in (b) from \$1,500 to \$1,100 - No Change SEE Mediator's Recommendation
#7	Letter of Understanding re: Regulatory Practice Review Procedure	Signed Off	No changes	
#8	Letter of Understanding re: Multi-Site Positions	Mediator's Recommendation	<ul style="list-style-type: none"> 20.02(f) KMS threshold - HSAA proposed to reduce it from 25 KMS to 20 KMS - No Change SEE Mediator's Recommendation 	
#9	Letter of Understanding re: Guidelines for Determination of Requirement to Provide an Automobile	Signed Off	No changes	
#10	Letter of Understanding re: Increasing or Decreasing Full-Time Equivalency	Signed off	No changes	

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
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#11	Letter of Understanding re: Flex Hours	Signed Off	<ul style="list-style-type: none"> Delete evaluation clause – redundant 	
#12	Letter of Understanding re: Benefits Eligible Casual Employees (BECE)	Mediator's Recommendation	<ul style="list-style-type: none"> Several improvements to language including provision for earned sick leave bank for BECE employees - No Change SEE Mediator's Recommendation 	
#13	Letter of Understanding re: Consequential Vacancies	Signed Off	<ul style="list-style-type: none"> GAIN – new language that makes it clear that any usage of a consequential vacancy process requires union agreement and shall be in writing NOTE: HSAA suspended participation in the Joint Interpretation document Re Staffing Initiatives 	
#14	Letter of Understanding re: Supernumerary Positions	Signed Off	No changes	
#15	Letter of Understanding re: Part-Time Seasonal Employees	Signed Off	No changes	
#16	Letter of Understanding re: Alternate Resolution Process (ARP)	Signed Off	<ul style="list-style-type: none"> Title change to Internal Grievance Mediation (IGM) Consequential changes due to title change Delete evaluation clause – redundant 	
#17	Letter of Understanding re: Deferred Salary Leave Plan	Signed Off	No changes	
#18	Letter of Understanding re: Northern Incentive Program	Signed Off	No substantive changes	
#19	Letter of Understanding re: Portability Between Alberta Health Services and Covenant Health	Signed Off	<ul style="list-style-type: none"> GAIN – addition of Alberta Precision Laboratories 	
#20	Letter of Understanding re: Duty to Accommodate	Signed Off	<ul style="list-style-type: none"> GAIN – 3. NEW clause requiring employer to provide copy of the accommodation processes and policy guide GAIN – 6. NEW clause acknowledging need for employee participation and requiring employer to consult employee's availability for meetings regarding placement 	
#21	Letter of Understanding re: Grandfathered Qualification Differentials	Signed Off	No changes	

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#	TITLE			
#22	Letter of Understanding re: Recruitment Bonus for New Sonographers	Signed Off	No changes	
#23	Letter of Understanding re: Recruitment Bonus for New Pharmacists	Signed Off	No changes	
#24	Letter of Understanding re: Provisional Psychologist	Signed Off	<ul style="list-style-type: none"> GAIN - Inclusion of Provisional Psychologists hired into Mental Health Therapist classification 	
#25	Letter of Understanding re: Compensation for Youth Overnight Retreats	Signed Off	No changes	AHS sought to delete this LOU – WITHDRAWN
#26	Letter of Understanding re: Supplementary Hourly Allowance for Northern Pharmacists	Signed Off	No changes	
#27	Letter of Understanding re: 10 Month Positions	Signed Off	No changes	
#28	Letter of Understanding re: Educational Allowance for MHT	Mediator's Recommendation	<ul style="list-style-type: none"> Educational allowance applies to all employees in the position who have a Master's Degree in their discipline - No Change SEE Mediator's Recommendation 	
#29	Letter of Understanding re: Addendum to LOU re: Educational Allowance for MHT	Agreed in principle	<ul style="list-style-type: none"> Combine LOU #28 and LOU #29 	
#30	Letter of Understanding re: Operational Best Practice	Mediator's Recommendation	<ul style="list-style-type: none"> HSA has proposed to renew - <u>Deleted per Mediator's Recommendation</u> 	
#31	Letter of Understanding re: Revised Grievance Arbitration Process	Signed Off	<ul style="list-style-type: none"> GAIN – 2(a) strengthen language to ensure timely action by AHS legal including reduction in timeline GAIN – 2(c) clarity that counsel will select a board or single arbitrator GAIN – deletion of requirement for “exceptional circumstances” to revert to collective agreement timelines 	
#32	Letter of Understanding re: Employee and Union Developed Shift Schedules	Signed Off	No changes	

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)
#	TITLE			
#33	Letter of Understanding re: Alternate Scheduling Option – Consecutive Days of Work	Signed Off	No changes	
#34	Letter of Understanding re: Alternate Scheduling Option – Hours Between Shifts	Signed Off	No changes	
#35	Letter of Understanding re: Transitional Provisions for Employees Moving Into HSAA Bargaining Unit	Signed Off	No substantive changes	
#36	Letter of Understanding re: Out of Scope Inclusions and Exclusions	Signed Off	<ul style="list-style-type: none"> Information will be shared through the Joint Classification Committee NOTE: See NEW LOU re Joint Classification Committee 	
#37	Letter of Understanding re: Teleworking Agreement	Signed Off	<ul style="list-style-type: none"> Title Change – Remote/Hybrid Work Arrangement Agreement GAIN – the parties negotiated brand new language to address the demand for more flexible work arrangements including remote and remote/hybrid 	
#38	Letter of Understanding re: Recruitment Bonus for New Perfusionists	Signed Off	No changes	
#39	Letter of Understanding re: Recruitment Bonus for New Echocardiography Sonographers	Signed Off	No changes	
NEW	Letter of Understanding re: Process to Use Vacation Credits for the Month of April 2023	Signed Off	<ul style="list-style-type: none"> GAIN - A new LOU to compliment the agreed to change in the definition of vacation year in Article 21 Vacation with Pay. Provides a process for seniority-based vacation pick for April 2023. 	
NEW	Letter of Understanding re: Worker's Compensation	Signed Off	<ul style="list-style-type: none"> GAIN – A new LOU that will direct the parties to work together to share information, identify areas of concern and develop strategies to address those issues with a mutual goal of understanding and resolving long standing issues with process 	

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NEW	Letter of Understanding re: Joint Classification Committee	Signed Off	<ul style="list-style-type: none"> GAIN – A new LOU that formalizes the joint classification committee and provides direction on the purpose, responsibilities, and scope of the committee 	
NEW	Letter of Understanding re: Workload Appeal Process	Mediator's Recommendation	<ul style="list-style-type: none"> HSAA has proposed a ne LOU providing a process for employees to address growing workloads – <u>Not included per Mediator's Recommendation</u> 	
NEW	Letter of Understanding re: Joint Interpretation Bulletins and Joint Communications	Mediator's Recommendation	<ul style="list-style-type: none"> HSAA has proposed a new LOU setting out a process to review and amend all joint interpretation documents <u>Not included per Mediator's Recommendation</u> NOTE: HSAA served notice at the start of negotiations that the Union would suspend participation in all joint interpretation and communication documents effective date of ratification. If no process for review HSAA will withdraw participation. 	
NEW	Letter of Understanding re: Dental and Supplementary Benefits	Mediator's Recommendation	<ul style="list-style-type: none"> GAIN - The deletion of the requirement for a physician's order for accessing Registered Massage Therapy and Orthotics. GAIN - The increase of Registered Massage Therapy benefits to \$50 per visit to a maximum of \$1000. GAIN - The increase of OT and PT benefits to \$50 per visit and a combined maximum of \$1000. GAIN - Enhanced benefits coverage for Chartered Psychologist/Master of Social Work/Addictions Counsellor, to be reconfigured to eliminate the per-visit and 20 visit per year maximums and implement a combined maximum of \$3000.00 per participant per benefit year Benefits improvements would take effect 90 days following ratification - <u>SEE Mediator's Recommendation</u> 	
NEW	Letter of Understanding re: COVID	Agreed in principle	<ul style="list-style-type: none"> GAIN - Lump Sum Payment for Services Rendered During the COVID 19 Response 	
NEW	Letter of Understanding re: Rural Capacity Investment Fund	Mediator's Recommendation	<ul style="list-style-type: none"> GAIN - In addition to the provisions outlined in this Collective Agreement, effective the date of ratification , the Employer agrees to implement a Rural Capacity Investment Fund ("the Fund"). The Fund will allocate \$5.7 million per fiscal year for recruitment and retention incentives and for 	

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			relocation assistance. 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. - <u>SEE Mediator’s Recommendation</u>	
LOC CON	South Zone	Signed Off	No substantive changes	
LOC CON	Calgary Zone	Signed Off	No changes	
LOC CON	Central Zone	Signed Off	No changes	AHS sought to delete access to paid parking for new hires – NOT SUCCESSFUL
LOC CON	Edmonton Zone	Signed Off	No changes	AHS sought to delete access to paid parking for new hires – NOT SUCCESSFUL
LOC CON	Cancer Control	Signed Off	No substantive changes	AHS sought to reduce scheduling options among other concessions – NOT SUCCESSFUL
LOC CON	The Bethany Nursing Home	Signed Off	No changes	
LOC CON	EMS			
2	Definitions	Signed Off	<ul style="list-style-type: none"> GAIN – NEW (i) Rovers will be assigned to a platoon 	
9	Probationary Period	Signed Off	<ul style="list-style-type: none"> GAIN – 9.01 reduction of probationary period from annual hours divided by 2 to annual hours divided by 4 - excludes training and up to 60 hours of paid orientation GAIN – 9.01 overtime hours are no longer excluded from hours worked toward probation period 	
10	Hours of Work	Signed Off	<ul style="list-style-type: none"> GAIN – new 10.05 enshrines the notion that employees working on an emergency response/patient transport vehicle/aircraft or stand-by assignments have a right to paid meal/rest breaks and empowers them to utilize their breaks while maintaining their autonomy 	

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			<ul style="list-style-type: none"> GAIN – 10.13 Shift Exchanges – new language allowing exchanges to be made up to 12 weeks in advance 	
13	On-Call Duty	Signed Off	No changes	AHS sought the ability to cancel a scheduled on-call shift or shifts with minimal notice – WITHDRAWN
16	Shift Differential and Weekend Premium	Signed Off	No changes	AHS sought to significantly reduce the hours where premiums would be applicable – WITHDRAWN
20	Travel Expenses	Signed Off	<ul style="list-style-type: none"> Removal of 20.02 exclusion to main body – main body 20.02 (d)(e)(f) applicable to EMS 	
21	Vacation with Pay	Signed Off	No changes	
22	Named Holidays	Signed Offd	No changes	
23	Sick Leave	Signed Offd	No changes	
25	Employee Benefits	Signed Offd	No changes	
28	Seniority	Signed Off	No changes	
29	Promotions, Transfers and Vacancies	Signed Off	No changes	
38	Resignation/Termination	Signed Off	No changes	
44	Part-Time, Temporary and Casual Employees	Mediator's Recommendation	<ul style="list-style-type: none"> 44.10 – Sick Leave –provision for earned sick leave bank for casual employees – <u>No Change SEE Mediator's Recommendation</u> 	
50	Uniform and Clothing Issue	Signed Off	<ul style="list-style-type: none"> LOU #13 – EMS Alternate Uniform and Clothing Issue of New Hires has been added to the article, otherwise no changes to either the article or the LOU 	
51	Employee Stranding	Signed Off	No changes	

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#1	Letter of Understanding re: Chauvin Employees Lump Sum Payment	Signed Off	No substantive changes	
#2	Letter of Understanding re: Hours of Work for Kananaskis Country Station	Signed Off	No substantive changes	
#3	Letter of Understanding re: Grandfathered Items and Locals Conditions for Calgary Metro	Signed Off	No substantive changes	
#4	Letter of Understanding re: Grandfathered Items and Locals Conditions for Edmonton Metro Emergency Medical Services	Signed Off	<ul style="list-style-type: none"> Addition of IFT to title and change "Superintendent" to "Supervisor" to reflect proper title 	
#5	Letter of Understanding re: Grandfathered Items and Local Conditions for Former Parkland Emergency Medical Services – Fleet Services Coordinator	Signed Off	No substantive changes	AHS sought to delete – NOT SUCCESSFUL
#6	Letter of Understanding re: Payment for Travel Time Applicable to Casual Emergency Medical Services	Signed/Off Mediator's Recommendation	<ul style="list-style-type: none"> GAIN – addition of "Rover" confirming application to this type of EMS employee to travel compensation under the terms of the LOU KMS threshold - HSAA proposed to reduce it from 100 KMS to 50 KMS – No Change SEE Mediator's Recommendation 	
#7	Letter of Understanding re: Transitional Provisions for Emergency Medical Services (EMS) Employees From Outside Services Coming to Alberta Health Services of November 30, 2011	Signed Off	No changes	
#8	Letter of Understanding re: Red-Circled EMS Employees	Signed Off	Deleted (expired - not applicable)	

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#9	Letter of Understanding re: Multi-Site Position in Zama City, Rainbow Lake and High Level	Signed Off	No changes	AHS sought to reduce costs by restricting eligibility and compensation – WITHDRAWN
#10	Letter of Understanding re: Increasing or Decreasing Full-Time Equivalency Specific to EMS Local Conditions	Signed Off	No changes	
#11	Letter of Understanding re: Shift Giveaways for EMS Employees	Signed Off	No changes	
#12	Letter of Understanding re: Return of Radio Equipment/Medications for CoreFlex Employees	Signed Off	No changes	
#13	Letter of Understanding re: EMS Alternate Uniform and Clothing Issue for New Hires	Signed Off	No changes	
#14	Letter of Understanding re: Specialty Teams Participation (Calgary Zone)	Signed Off	<ul style="list-style-type: none"> GAIN – HSAA was successful in removing the clauses that abridged a Specialty Team member’s rights to 20.02 (travel compensation) and Article 10.09 (short notice schedule changes). HSAA agreed to remove the explicit reference to “Calgary Zone” 	
SAL	Paramedical Technical Paramedical Professional Supplementary/Local Conditions EMS	Mediator’s Recommendation	<p>GAIN - General Wage Increases:</p> <ul style="list-style-type: none"> April 1, 2020: 0% for all classifications / all steps October 1, 2021: 1% for all classifications / all steps September 1, 2022: 1.25% for all classifications / all steps April 1, 2023: 2% for all classifications / all steps <p>Classification Specific Salary Demands: As proposed in March 8, 2021 Ingoing Monetary - <u>No Change</u></p> <p><u>SEE Mediator’s Recommendation for details:</u></p>	<p>The classification specific rollbacks were removed and AHS’s last wage position was amended via the Mediator’s recommendations - <u>SEE Mediator’s Recommendation for details:</u></p> <p>AHS last position was:</p> <p>General Wage Increases:</p> <ul style="list-style-type: none"> Year 1: 0.00% effective April 1, 2020 Year 2: 0.00% effective April 1, 2021 Year 3: 1.25% effective January 1, 2023

ARTICLE		STATUS	SUBSTANTIVE CHANGES (GAINS NOTED)	AHS PROPOSED CONCESSIONS (UNSUCCESSFUL)																										
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				<ul style="list-style-type: none"> Year 4: 1.5% plus an additional 0.5% subject to the Gain Sharing Formula* effective September 1, 2023 <p>Market Corrections: The Employer maintains its February ingoing monetary proposal for Market Corrections for over market classifications. Incumbents in over-market classifications will receive the January 1, 2023, and September 1, 2023, increases in the form of a lump sum.</p> <table border="1"> <thead> <tr> <th>Occupation</th> <th>Proposed wage rollback</th> </tr> </thead> <tbody> <tr> <td>Diagnostic Sonographer</td> <td>-1.87%</td> </tr> <tr> <td>Dietician</td> <td>-0.88%</td> </tr> <tr> <td>Advanced Care Paramedic</td> <td>-0.28%</td> </tr> <tr> <td>Health Information Management Professional</td> <td>-7.49%</td> </tr> <tr> <td>Occupational Therapist</td> <td>-5.39%</td> </tr> <tr> <td>Pharmacist</td> <td>-5.10%</td> </tr> <tr> <td>Pharmacy Technician</td> <td>-10.93%</td> </tr> <tr> <td>Physiotherapist</td> <td>-2.33%</td> </tr> <tr> <td>Respiratory Therapist</td> <td>-8.05%</td> </tr> <tr> <td>Social Worker</td> <td>-10.90%</td> </tr> <tr> <td>Speech Language Pathologist</td> <td>-8.69%</td> </tr> <tr> <td>Therapy Assistant</td> <td>-2.35%</td> </tr> </tbody> </table>	Occupation	Proposed wage rollback	Diagnostic Sonographer	-1.87%	Dietician	-0.88%	Advanced Care Paramedic	-0.28%	Health Information Management Professional	-7.49%	Occupational Therapist	-5.39%	Pharmacist	-5.10%	Pharmacy Technician	-10.93%	Physiotherapist	-2.33%	Respiratory Therapist	-8.05%	Social Worker	-10.90%	Speech Language Pathologist	-8.69%	Therapy Assistant	-2.35%
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