

Healthy Albertans.
Healthy Communities.
Together.

February 27, 2019

By facsimile: (780) 422-0970

Alberta Labour Relations Board
501, 10808 - 99 Avenue
Edmonton, AB T5K 0G5

Attention: Ms. Tannis Brown,
Director of Settlement

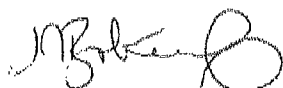
Dear Madam:

**Re: An application for determination brought by United Nurses
of Alberta and Jessica Wakeford and Rochelle Young
affecting Alberta Health Services - Board File No. GE-07762**

Further to the evidentiary hearing on the Charter issue that took place February 25, 2019 and the Board's correspondence of the same date, we enclose two documents that the United Nurses of Alberta has agreed to enter into evidence by consent. We request that these documents be entered on the record as Exhibits 9 and 10.

Yours truly,

Alberta Health Services



Monica Bokenfohr
Legal Counsel
Labour and Employment
Legal & Privacy

MB/



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Clients

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COLLECTIVE AGREEMENT

BETWEEN

**ALBERTA HEALTH SERVICES
COVENANT HEALTH
LAMONT HEALTH CARE CENTRE
THE BETHANY GROUP (CAMROSE)**

- and -

THE UNITED NURSES OF ALBERTA

FOR THE PERIOD

APRIL 1, 2017 - MARCH 31, 2020

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SALARY APPENDIX

Registered Nurse		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Registered Psychiatric Nurse										
April 1, 2017		\$36.66	\$38.28	\$39.69	\$41.11	\$42.53	\$43.94	\$45.37	\$46.71	\$48.37
2% LSPA Rate		\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34
April 1, 2018		\$38.86	\$40.38	\$41.69	\$43.11	\$44.54	\$45.91	\$47.37	\$48.71	\$50.37
2% LSPA Rate		\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34
April 1, 2019	Wage Re-opener									
2% LSPA Rate	Wage Re-opener									
Certified Graduate Nurse										
Graduate Nurse - Temporary Permit Holder										
Graduate Psychiatric Nurse										
April 1, 2017		\$33.72	\$34.76	\$35.49	\$36.14	\$36.71	\$37.48	\$38.67	\$39.79	\$41.19
2% LSPA Rate		\$34.39	\$35.46	\$36.20	\$36.86	\$37.44	\$38.23	\$39.41	\$40.59	\$42.01
April 1, 2018		\$35.73	\$37.76	\$38.49	\$39.14	\$39.71	\$40.48	\$41.67	\$42.79	\$44.19
2% LSPA Rate		\$34.39	\$35.46	\$36.20	\$36.86	\$37.44	\$38.23	\$39.41	\$40.59	\$42.01
April 1, 2019	Wage Re-opener									
2% LSPA Rate	Wage Re-opener									
Assistant Head Nurse										
Nurse Clinician										
April 1, 2017		\$38.09	\$39.74	\$41.33	\$43.91	\$44.43	\$46.08	\$47.55	\$48.98	\$50.67
2% LSPA Rate		\$38.85	\$40.53	\$42.18	\$43.77	\$45.33	\$47.00	\$48.50	\$49.93	\$51.68
April 1, 2018		\$39.09	\$40.74	\$42.33	\$44.91	\$45.43	\$47.08	\$48.55	\$49.98	\$50.67
2% LSPA Rate		\$38.85	\$40.53	\$42.18	\$43.77	\$45.33	\$47.00	\$48.50	\$49.93	\$51.68
April 1, 2019	Wage Re-opener									
2% LSPA Rate	Wage Re-opener									
Head Nurse and Instructor										
April 1, 2017		\$40.54	\$42.07	\$43.86	\$45.63	\$47.43	\$49.26	\$50.77	\$52.27	\$54.11
2% LSPA Rate		\$41.15	\$42.91	\$44.74	\$46.53	\$48.36	\$50.23	\$51.79	\$53.32	\$55.19
April 1, 2018		\$40.54	\$42.07	\$43.86	\$45.62	\$47.45	\$49.26	\$50.77	\$52.27	\$54.11
2% LSPA Rate		\$41.15	\$42.91	\$44.74	\$46.53	\$48.38	\$50.23	\$51.79	\$53.32	\$55.19
April 1, 2019	Wage Re-opener									
2% LSPA Rate	Wage Re-opener									

Clinical Nurse Specialist		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2017		\$42.33	\$44.18	\$46.07	\$47.91	\$49.79	\$51.71	\$53.31	\$54.87	\$56.80
2% LSPA Rate		\$43.18	\$45.06	\$46.99	\$48.87	\$50.79	\$52.74	\$54.58	\$56.47	\$58.54
April 1, 2018		\$43.33	\$45.18	\$47.07	\$48.91	\$50.79	\$52.71	\$54.31	\$55.87	\$58.80
2% LSPA Rate		\$44.18	\$46.06	\$47.99	\$49.87	\$51.79	\$53.74	\$55.58	\$57.47	\$60.54
April 1, 2019	Wage Re-opener									
2% LSPA Rate	Wage Re-opener									
Undergraduate Nurse		Step 1								
April 1, 2017		\$27.68								
April 1, 2018		\$27.68								
April 1, 2019	Wage Re-opener									

WAGE RE-OPENER

Year 3 - The Parties shall commence negotiations to reach agreement on the wages payable in Year 3 (April 1, 2019 to March 31, 2020) of the Collective Agreement on February 15, 2019.

The Parties agree that the only item open for negotiations shall be the wages in the Salary Appendix of the Collective Agreement. This re-opener shall not be construed in any way as "opening the agreement" for negotiations on any other issues by either side.

If the Parties have not been able to agree upon the wage adjustment, at any time after March 31, 2019, either Party may give written notice to the other Party of its desire to submit resolution of the wage adjustment to interest arbitration before a three-member panel comprised of a nominee of both parties and a chair chosen by the parties from among the following arbitrators: David Phillip Jones, Andrew C. L. Sims, or W. D. McFetridge.

If the parties are unable to agree upon the chair, the Director of Mediation Services shall choose the chair from among the arbitrators named above.

The arbitration hearing shall be held by no later June 30, 2019. In reaching its decision, the arbitration panel shall consider the matters identified in section 101 of the Alberta Labour Relations Code.

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(no amdt)

ALBERTA REGULATION 6/2018**Reform of Agencies, Boards and
Commissions Compensation Act****SALARY RESTRAINT REGULATION***Table of Contents*

- 1 Definitions
- 2 Application
- 3 Designation of executive positions
- 4 Establishment of compensation framework
- 5 Salary restraint
- 6 Permitted adjustments
- 7 Exemption or modification
- 8 Repeal
- 9 Coming into force

Definitions**1** In this Regulation,

- (a) "Act" means the *Reform of Agencies, Boards and Commissions Compensation Act*;
- (b) "base salary" means the base amount of remuneration paid in a year to an employee in relation to the employee's performance of duties, but does not include a bonus or other incentive pay;
- (c) "designated executive" means a person whose position is designated as an executive position under section 3;
- (d) "public agency" means a public agency listed in the Schedule to the Act;
- (e) "restraint period" means the period April 1, 2018 to September 30, 2019;
- (f) "salary compression" means a situation in which the difference in base salary between employees is considered too small to be equitable;
- (g) "salary inversion" means a situation in which the base salary of an employee is greater than the base salary of that employee's supervisor.

Application**2** This Regulation applies

- (a) to designated executives who are designated executives when this Regulation comes into force, and
- (b) to those persons who become or are reappointed as designated executives after this Regulation comes into force.

Designation of executive positions

3 The positions of all employees of public agencies, other than the positions of employees referred to in section 1(2) of the Act, are designated as executive positions for the purposes of this Regulation.

Establishment of compensation framework

4(1) A compensation framework is established by this Regulation.

(2) The effective date of the compensation framework is April 1, 2018.

(3) The terms of the compensation framework are set out in sections 5 to 7.

Salary restraint

5(1) No public agency shall increase the base salary of a designated executive during the restraint period.

(2) Nothing in subsection (1) affects the operation of section 6 of the *Reform of Agencies, Boards and Commissions Compensation Regulation* (AR 31/2017) with respect to those designated executives to whom that section applies.

Permitted adjustments

6 Notwithstanding section 5(1), a public agency may, in accordance with the public agency's existing policies, increase the base salary of a designated executive during the restraint period to address one or more of the following circumstances:

- (a) promotion of the designated executive;
- (b) to correct salary inversion;
- (c) to correct salary compression.

Exemption or modification

7(1) The Minister may by order

- (a) exempt a designated executive or a class of designated executives from the application of one or more provisions of the compensation framework, or
- (b) modify one or more provisions of the compensation framework in respect of a designated executive or a class of designated executives.

(2) An exemption or modification under subsection (1) may be for any period specified by the Minister.

(3) Where the Minister makes an order under subsection (1), the Minister must make the order public in any manner the Minister considers appropriate.

Repeal

8 This Regulation is repealed on September 30, 2019.

Coming into force

9 This Regulation comes into force on April 1, 2018.

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