

AUPE Proposal	Employer Proposal	Status
<p>To maintain current language and allow the joint scheduling (LOU TBA) committees to review practices and make recommendations to bring back in the next round of bargaining.</p>	<p><b>Article 18 – Hours of work</b></p> <p>Where call-in work is available, Part-time Employees wishing to work additional hours shall and who so indicate in writing at least seven (7) days prior to the posting of the schedule and shall be given preference on a seniority basis up to full time hours. A part-time employee's availability it will be relied upon by the Employer until it is revised in writing. Where call-in work becomes available for a shift that starts within ninety-six (96) or fewer hours three (3) or fewer calendar days before the shift is to commence, the Employer will offer available call-in work to both Part-time and Casual Employees on an equitable basis.</p>	<p>Employer has agreed with AUPE</p>
<p><b><u>Article 19 – Overtime</u></b></p> <p>19.0X Overtime will be offered on a seniority basis within the appropriate classification each day.</p>	<p>Do not agree</p>	<p>Outstanding Item</p>
<p><b><u>Article 20.02 – Shift Premium</u></b></p> <p>(a) A shift differential of two dollars and seventy-five cents (\$2.75) per hour shall be paid to Employees working a shift where the majority of the hours of the shift fall between fifteen hundred (1500) hours and twenty three hundred (2300) hours.</p> <p>(b) <b>Effective date of ratification</b>  A shift differential of four dollars and twenty-five cents (\$4.25) <b>four dollars and fifty cents (\$4.50)</b> per hour shall be paid to Employees working a shift where the majority of the hours of the shift</p>	<p>Do not agree</p>	<p>Outstanding Item</p>

<p>fall between twenty three hundred (2300) hours and zero seven hundred (0700) hours.</p> <p><b>Effective January 1, 2023</b></p> <p>A shift differential of <del>four dollars and twenty-five cents (\$4.25)</del> <b>four dollars and seventy-five cents (\$4.75)</b> per hour shall be paid to Employees working a shift where the majority of the hours of the shift fall between twenty three hundred (2300) hours and zero seven hundred (0700) hours.</p> <p><u>Note: AHS is currently at \$5.00 for Shift Premium and has been for over a decade.</u></p>		
<p><b>Article 23</b>  <b>Named Holidays – Add Truth and Reconciliation Day as per AHS.</b></p>	<p>Do not agree</p>	<p>Outstanding</p>
<p><b>Article 25</b>  <b>25.02 – Bereavement Leave – Add Aunt/Uncle to list.</b></p>	<p><b>Effective the date of ratification, the level of benefit for the loss of a Sister-in-Law, Brother-in-Law or Parent-in-Law shall become three (3) consecutive calendar days without loss of pay and on that same day introduce a benefit for the loss of an Aunt or Uncle of one (1) calendar day without loss of pay in order to attend a funeral, memorial, interment or similar event.</b></p>	<p>AUPE does not agree with Employer's Counterproposal as it reduces the in-laws from 5 paid days to 3 paid days while only providing 1 paid day for Aunt/Uncle.</p>

		The Employer's counterproposal is a concession.
<p><u>Article 25.NEW - Domestic Violence Leave</u></p> <p>(a) The Employer recognizes that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance and performance at work.</p> <p>(b) Workers experiencing domestic violence will be able to access five (5) days of paid leave for attendance at medical appointments, legal proceedings and any other necessary activities. This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day, without prior approval.</p>	<p>25 – Domestic Violence Leave – The Employer is prepared to incorporate the statutory entitlement as found in the Employment Standards Code, but not as paid leave. The Employer will provide Employees with the benefit of the Domestic Violence Leave as provided in the <i>Employment Standards Code</i> of Alberta.</p>	Outstanding
<p><u>Article 27 - Group Benefits</u></p> <p>Changes to the benefit plan carrier(s) or coverage will be mutually agreed to by the parties.</p>	Do not agree	Outstanding
<p><u>Health Spending Account</u></p> <p>Health Spending Account: Convert to a Flex Spending Account and raise to \$1000 from \$325.</p> <p>Effective on the date of ratification</p> <p>Effective January 1, 2023 HSA will increase to one thousand dollars (\$1000.00).</p> <p><u>AHS Employees currently receive \$1100.00/year</u></p>	Do not agree	

<p style="text-align: center;"><b><u>Dental</u></b></p> <p>The dental group benefit plan provision shall be as follows:</p> <p>The Employer shall pay seventy-five percent (75%) of the monthly benefit plan premium of the Dental Plan for Employees upon enrollment.</p> <p>The Dental Plan shall provide for eligible Employees eighty percent (80%) of the cost of routine dental care (to a maximum of \$1500 <del>\$2000</del>/calendar year/insured person) and fifty percent (50%) of the cost of major restorative (to a maximum of \$1500 <del>\$2000</del>/calendar year/insured person) and \$1000 <del>\$3000</del> lifetime maximum of orthodontic treatment for dependents as defined by the Plan.</p>	<p style="text-align: center;">Do not agree</p>	
<p style="text-align: center;"><b><u>Article 28 - RRSP</u></b></p> <p>Effective the first pay period ninety (90) days following ratification participating Employees shall contribute the <del>greater of fifty five cents (\$0.55) per hour worked or three point five percent (3.5%)</del> <b>five percent (5%)</b> of her basic hourly rate of pay per hour worked into the Plan. For each participating Employee, the Employer will contribute the <del>greater of fifty five cents (\$0.55) per hour worked or three point five percent (3.5%)</del> <b>five percent (5%)</b> of her basic hourly rate of pay per hour worked to the participating Employee's R.R.S.P.</p> <p><u>AHS currently has enrolment in LAPP, which is a defined benefit pension plan that the employer currently contributes over 12%.</u></p>	<p style="text-align: center;">Do not agree</p>	<p style="text-align: center;">Outstanding</p>

<p><u>Compensation for Professional College Registration</u></p> <p>The Employer will reimburse Employees (who at the beginning of their next registration year have active registration in their Professional College) two hundred and fifty dollars (\$250.00) for their dues if they have accumulated seven hundred and twenty (720) or more regular hours actually worked in the previous fiscal year.</p>	<p>Do not agree</p>	<p>Outstanding</p>
<p>2018 – No change  2019 – 1 percent general wage increase  2020 – 1.25%  2021 – 1% plus 1% lump sum on all hours worked from January 1, 2021 to December 31, 2021  2022 – 2% general wage increase  2023 – 2% plus 2% for Employees with <u>20 or more years of service.</u> (this aligns with AHS)</p> <p><u>NOTE: This increase will bring us in line with AHS rates.</u></p>	<p>2018 - No change  2019 – 1 percent general wage increase  2020 – No change  2021 – 1% plus 1% lump sum on all 2021 hrs worked  2022 – 1.25% general wage increase  2023 – 2% plus 2% for Employees with 20 or more years of service based on the number of hours/yr on the grid</p>	<p>Outstanding</p>

