

**MEMORANDUM OF AGREEMENT
BETWEEN
COVENANT HEALTH
- and -
ALBERTA UNION OF PROVINCIAL EMPLOYEES
(AUXILIARY NURSING)**

RE: CORRECTED 2020/24 SALARY SCHEDULE

The 2020-2024 Main Salary Schedule as agreed to by the parties is incorrectly reflected in the printed collective agreement.

Therefore, the rates reflected below shall supersede those in the printed collective agreement.

The parties further agree to post, as soon as possible, the corrected 2020-2024 Main Salary Schedule to their respective online platforms.

		1	2	3	4	5	6	7	8
Assisted Living Aide	Current	\$19.92	\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	
Home Health Aide	Educational Allowance	\$19.92	\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	\$24.95
Home Support Aides	April 1, 2020 (0%)	\$19.92	\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	
Home Support Worker	Education Allowance	\$19.92	\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	\$24.95
Nursing Attendant	October 1, 2021 (1%)	\$20.12	\$21.17	\$21.86	\$22.51	\$23.25	\$23.77	\$24.45	
Rehabilitation Attendant	Education Allowance	\$20.12	\$21.17	\$21.86	\$22.51	\$23.25	\$23.77	\$24.45	\$25.20
Rehabilitation Care Worker	September 1, 2022 (1.25%)	\$20.37	\$21.43	\$22.13	\$22.79	\$23.54	\$24.07	\$24.76	
Residential Care Aides	Education Allowance	\$20.37	\$21.43	\$22.13	\$22.79	\$23.54	\$24.07	\$24.76	\$25.52
Residential Support Worker	April 1, 2023 (2%)	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	
	Education Allowance	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
	Long Service (2%)	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	
	Long Service - Education Allowance	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55

		1	2	3	4	5	6	7	8
Health Care Aide	Current	\$19.92	\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	
	Certified		\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	\$24.95
	April 1, 2020 (0%)	\$19.92	\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	
	Certified		\$20.96	\$21.64	\$22.29	\$23.02	\$23.53	\$24.21	\$24.95
	October 1, 2021 (1%)	\$20.12	\$21.17	\$21.86	\$22.51	\$23.25	\$23.77	\$24.45	
	Certified		\$21.17	\$21.86	\$22.51	\$23.25	\$23.77	\$24.45	\$25.20
	September 1, 2022 (1.25%)	\$20.37	\$21.43	\$22.13	\$22.79	\$23.54	\$24.07	\$24.76	
	Certified		\$21.43	\$22.13	\$22.79	\$23.54	\$24.07	\$24.76	\$25.52
	April 1, 2023 (2%)	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	
	Certified		\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
Long Service (2%)	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77		
Long Service - Certified		\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55	
Mental Health Aide Psychiatric Aide Recreation Aide		1	2	3	4	5			
	Current	\$21.74	\$22.67	\$23.56	\$24.47	\$25.34			
	April 1, 2020 (0%)	\$21.74	\$22.67	\$23.56	\$24.47	\$25.34			
	October 1, 2021 (1%)	\$21.96	\$22.90	\$23.80	\$24.71	\$25.59			
	September 1, 2022 (1.25%)	\$22.23	\$23.19	\$24.10	\$25.02	\$25.91			
	April 1, 2023 (2%)	\$22.67	\$23.65	\$24.58	\$25.52	\$26.43			
	Long Service (2%)	\$23.12	\$24.12	\$25.07	\$26.03	\$26.96			
Client Care Assistant	Current	\$22.75	\$23.55	\$24.41	\$25.30	\$26.26			
	April 1, 2020 (0%)	\$22.75	\$23.55	\$24.41	\$25.30	\$26.26			
	October 1, 2021 (1%)	\$22.98	\$23.79	\$24.65	\$25.55	\$26.52			
	September 1, 2022 (1.25%)	\$23.27	\$24.09	\$24.96	\$25.87	\$26.85			
	April 1, 2023 (2%)	\$23.74	\$24.57	\$25.46	\$26.39	\$27.39			
	Long Service (2%)	\$24.21	\$25.06	\$25.97	\$26.92	\$27.94			
Mental Health Therapy Assistant	Current	\$23.23	\$24.16	\$25.16	\$26.11	\$27.06			
	April 1, 2020 (0%)	\$23.23	\$24.16	\$25.16	\$26.11	\$27.06			
	October 1, 2021 (1%)	\$23.46	\$24.40	\$25.41	\$26.37	\$27.33			

	September 1, 2022 (1.25%)	\$23.75	\$24.71	\$25.73	\$26.70	\$27.67			
	April 1, 2023 (2%)	\$24.23	\$25.20	\$26.24	\$27.23	\$28.22			
	Long Service (2%)	\$24.71	\$25.70	\$26.76	\$27.77	\$28.78			
Drop-In Centre Supervisor	Current	\$24.32	\$25.32	\$26.33	\$27.33	\$28.30			
	April 1, 2020 (0%)	\$24.32	\$25.32	\$26.33	\$27.33	\$28.30			
	October 1, 2021 (1%)	\$24.56	\$25.57	\$26.59	\$27.60	\$28.58			
	September 1, 2022 (1.25%)	\$24.87	\$25.89	\$26.92	\$27.95	\$28.94			
	April 1, 2023 (2%)	\$25.37	\$26.41	\$27.46	\$28.51	\$29.52			
	Long Service (2%)	\$25.88	\$26.94	\$28.01	\$29.08	\$30.11			
Community Health Representative Worker Mental Health Support Worker Occupational Therapy Assistant Physiotherapy Assistant Rehabilitation Assistant Speech Assistant		1	2	3	4	5	6		
	Current		\$23.57	\$24.59	\$25.56	\$26.59	\$27.57	\$28.54	
	April 1, 2020 (0%)	\$23.57	\$24.59	\$25.56	\$26.59	\$27.57	\$28.54		
	October 1, 2021 (1%)	\$23.81	\$24.84	\$25.82	\$26.86	\$27.85	\$28.83		
	September 1, 2022 (1.25%)	\$24.11	\$25.15	\$26.14	\$27.20	\$28.20	\$29.19		
	April 1, 2023 (2%)	\$24.59	\$25.65	\$26.66	\$27.74	\$28.76	\$29.77		
	Long Service (2%)	\$25.08	\$26.16	\$27.19	\$28.29	\$29.34	\$30.37		
Licensed Practical Nurse Personal Support Coordinator		1	2	3	4	5	6	7	8
	Current	\$26.45	\$27.60	\$28.70	\$29.82	\$30.94	\$32.01	\$33.30	\$34.63
	April 1, 2020 (0%)	\$26.45	\$27.60	\$28.70	\$29.82	\$30.94	\$32.01	\$33.30	\$34.63
	October 1, 2021 (1%)	\$26.71	\$27.88	\$28.99	\$30.12	\$31.25	\$32.33	\$33.63	\$34.98
	September 1, 2022 (1.25%)	\$27.04	\$28.23	\$29.35	\$30.50	\$31.64	\$32.73	\$34.05	\$35.42
	April 1, 2023 (2%)	\$27.58	\$28.79	\$29.94	\$31.11	\$32.27	\$33.38	\$34.73	\$36.13
Long Service (2%)	\$28.13	\$29.37	\$30.54	\$31.73	\$32.92	\$34.05	\$35.42	\$36.85	
Licensed Practical Nurse – Renal Dialysis		1	2	3	4	5	6	7	8
	Current	\$26.73	\$27.87	\$28.98	\$30.10	\$31.27	\$32.33	\$33.64	\$34.97
	April 1, 2020 (0%)	\$26.73	\$27.87	\$28.98	\$30.10	\$31.27	\$32.33	\$33.64	\$34.97
	October 1, 2021 (1%)	\$27.00	\$28.15	\$29.27	\$30.40	\$31.58	\$32.65	\$33.98	\$35.32
	September 1, 2022 (1.25%)	\$27.34	\$28.50	\$29.64	\$30.78	\$31.97	\$33.05	\$34.40	\$35.76
April 1, 2023 (2%)	\$27.89	\$29.07	\$30.23	\$31.40	\$32.61	\$33.71	\$35.09	\$36.46	

Operating Room Technician	Long Service (2%)	\$28.45	\$29.65	\$30.83	\$32.03	\$32.26	\$34.38	\$35.79	\$37.19	
	Current	\$27.73	\$28.92	\$30.08	\$31.25	\$32.53	\$33.57	\$34.94	\$36.34	
	April 1, 2020 (0%)	\$27.73	\$28.92	\$30.08	\$31.25	\$32.53	\$33.57	\$34.94	\$36.34	
	October 1, 2021 (1%)	\$28.01	\$29.21	\$30.38	\$31.56	\$32.86	\$33.91	\$35.29	\$36.70	
	September 1, 2022 (1.25%)	\$28.36	\$29.58	\$30.76	\$31.95	\$33.27	\$34.33	\$35.73	\$37.16	
	April 1, 2023 (2%)	\$28.93	\$30.17	\$31.38	\$32.59	\$33.94	\$35.02	\$36.44	\$37.90	
	Long Service (2%)	\$29.51	\$30.77	\$32.01	\$33.24	\$34.62	\$35.72	\$37.17	\$38.66	
Orthopaedic Technician		1	2	3	4	5	6	7	8	9
	Current	\$34.23	\$35.45	\$36.72	\$38.02	\$39.36	\$40.77	\$42.23	\$43.56	\$45.08
	April 1, 2020 (0%)	\$34.23	\$35.45	\$36.72	\$38.02	\$39.36	\$40.77	\$42.23	\$43.56	\$45.08
	October 1, 2021 (1%)	\$34.57	\$35.80	\$37.09	\$38.40	\$39.75	\$41.18	\$42.65	\$44.00	\$45.53
	September 1, 2022 (1.25%)	\$35.00	\$36.25	\$37.55	\$38.88	\$40.25	\$41.69	\$43.18	\$44.55	\$46.10
	April 1, 2023 (2%)	\$35.70	\$36.98	\$38.30	\$39.66	\$41.06	\$42.52	\$44.04	\$45.44	\$47.02
	Long Service (2%)	\$36.41	\$37.72	\$39.07	\$40.45	\$41.88	\$43.37	\$44.92	\$46.35	\$47.96

X U Williams
Covenant Health

X G Smith
Alberta Union of Provincial Employees

X June 26, 2023
Date

X June 26, 2023
Date