

Letter of Understanding

BETWEEN

COVENANT CARE – Saint Thomas and Buffalo Grace Manor (hereinafter referred to as ‘the Sub’)

AND

ALBERTA UNION OF PROVINCIAL EMPLOYEES (hereinafter referred to as ‘the Union’)

Subject: Correction of Seniority Dates

The Union and the Employer acknowledge that incorrect seniority dates were assigned to certain employees at Saint Thomas, Buffalo Grace Manor, and to Administrative Assistants, Schedulers, and Reception Assistants across Covenant Care sites. This occurred due to a misapplication of Article 9.01(a) of the Collective Agreement, which states that seniority includes all continuous service in the bargaining unit, including service as a Casual, Temporary, or Regular Employee.

To resolve this issue and ensure compliance with the Collective Agreement, the parties agree as follows:

1. **Seniority Recalculation**

Effective no later than *July 15, 2025*, seniority for all affected employees will be recalculated and applied in accordance with Clause 9.01(a). The parties will work jointly and transparently to identify and correct impacted records as soon as practicable and no later than this date.

2. **Interim Review**

From the date of signing to *July 15, 2025*, the parties commit to reviewing any job posting, layoff, or other decisions where seniority is a factor.

3. **Scope of Grievance Waiver**

The Union agrees not to file grievances specifically related to job postings or awarded positions *prior to the signing date of this Letter of Understanding*, provided no further adverse impacts are identified or experienced during the corrective process. This waiver does not apply to future postings or unforeseen consequences arising after the date of signing.

4. **No Admission of Liability**

The Union and Employer agree this agreement is made without admission of wrongdoing or liability by either party.

5. **Non-Precedent Clause**

The parties agree that this resolution is without prejudice or precedent to any other matter and is specific to the circumstances outlined herein.

*Casual – see Article 3 – Temporary and Casual Employees

Covenant Care:

ON BEHALF OF THE EMPLOYER

James

Digitally signed
by James

Liebenberg

James Liebenberg, CEO

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Date: 2025.06.23
11:32:28 -06'00'

Date

Union:

ON BEHALF OF THE UNION



Guy Smith, President

Date