

EMPLOYER COUNTER PROPOSALS FOR THE:

**AUXILIARY NURSING CARE
COLLECTIVE AGREEMENT**

between

**ALBERTA HEALTH SERVICES
ALLEN GRAY CONTINUING CARE CENTRE
ASSISTED LIVING ALBERTA
CANCER CARE ALBERTA
EMERGENCY HEALTH SERVICES
LAMONT HEALTH CARE CENTRE
PRIMARY CARE ALBERTA
RECOVERY ALBERTA**

and

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes:

- In response to mediator Casey's request, the Employers have tabled this counter proposal package that outlines their key priority items tied to:
 - Preservation of management rights;
 - Stabilization of the workforce;
 - Internal equity; and,
 - Competitive and fair market-based compensation.
- The Employers have utilized the current Collective Agreement as the base document for this proposal.
- Proposed new language is identified in **bold type, highlighted in yellow**. Existing language proposed to be deleted is identified by ~~strikethrough~~, highlighted in yellow.
- In some cases, proposed changes may require consequential amendments elsewhere in the Collective Agreement. In such cases, these consequential amendments are to be included in this proposal though not specifically referenced herein.
- This proposal is complete except for any errors or omissions.
- The Employers reserve the right to table further counter proposals in response to any proposals made by the Union.
- The Parties are holding off signing the following Articles and Letters of Understanding, as there may be consequential amendments and/or tied to monetary.

Article 1 – Term of Collective Agreement
Article 2 – Definitions
LOU #3 re: Employment in Multiple Positions

LOU #13 re: Recruitment and Retention Initiatives (Supernumerary Positions)
LOU #20 re: Supplementary Health Plan Improvements – <i>delete</i>

- Except for language that has been agreed to in principle that was noted in the Employers’ October 3, 2025, tabled proposals, the Employers propose Current Agreement on the following Articles and Letters of Understanding.
 - This underscores the Employers’ priority to preserve existing management rights and avoid additional limitations that would impede the ability to manage operations and the workforce.
 - These proposals are made on a without prejudice basis. If these proposals are not accepted, the Employers reserve the right to withdraw, revert to their last tabled positions, and/or change their positions on any of the enclosed Articles and/or Letters of Understanding.

Article 12B – Hours of Work for Community and Mental Health Clinic Employees
Article 14 – Salaries
Article 22 – Named Holidays
Article 23 – Vacation
Article 24 – Employee Benefit Plans
Article 25 – Sick Leave
Article 27 – Leave of Absence
Article 29B – Hours of Work for Regular Part-Time Employees for Community and Mental Health Clinic Employees
Article 29C – Regular Part-time Employees
Article 30 – Temporary Employees
Article 31 – Casual Employees
Article 32 – Layoff and Recall
Article 33 – Discipline and Dismissal
Article 35 – Health and Safety
Article 36 – Copies of the Collective Agreement
Article 40A – Extended Work Day – Full-time Employees
Article 40B – Extended Work Day – Part-time Employees
Article 40C – Extended Work Day – Casual Employees
LOU #1 re: Considering Optional Scheduling Systems
LOU #2 re: Mutual Agreement to Adjust FTEs
LOU #4 re: Severance
LOU #6 re: Auxiliary Nursing Care Task Force
LOU #7 re: Flexible Spending Account
LOU #10 re: Implementation of the Health Care Aide Classification
LOU #12 re: Transfer and Severance Offering
LOU #14 re: Monthly Allowance for LPN – Personal Support Coordinators
LOU #15 re: Responsibility Pay for Rural Community – Calgary
LOU #17 re: Extended Work Day Provisions
LOU #18 re: Workload Appeal Process
LOU #19 re: Joint Benefits Committee
LOU #22 re: Optional Consequential Internal Vacancy Process
LOU #23 re: Retention of Experienced Employees (Long Service Pay Adjustment)

- The Employers withdraw the following proposed new Letters of Understanding. Withdrawal of these proposals is made on a without prejudice basis. The Employers reserve the right to revert to their last tabled positions, and/or change their positions on any of the enclosed Letters of Understanding.

LOU re: Optional Recruitment Process for External Hires
LOU re: Seasonal Part-time Employees
LOU re: Nursing Attendant Holding Classification

- The Employers consider the following Letters of Understanding as being directly related to wages, and maintains their last tabled position:

LOU #5 re: Hourly Allowance for Mental Health Aides and Psychiatric Aides
LOU #8 re: Administration of Educational Allowance
LOU #24 re: Rural Capacity Investment Fund

- For record keeping, the Parties have signed off the following Articles and LOUs:

Article / Letter of Understanding	Date
Preamble	July 9, 2025
Article 3 – Recognition	April 12, 2024
Article 4 – Union Membership and Dues Deductions	April 12, 2024
Article 5 – Management Rights	April 12, 2024
Article 6 – Respectful Workplace / No Discrimination	April 12, 2024
Article 8 – Probationary Period / Orientation	July 9, 2025
Article 9 – Seniority	<i>Agreement to sign off – Sept. 25</i>
Article 10 – Performance Appraisals	April 12, 2024
Article 16 – Shift Differential	July 9, 2025
Article 17 – Weekend Premium	July 9, 2025
Article 20 – Ambulance Duty	July 9, 2025
Article 28 – Pension Plan	July 9, 2025
Article 34 – Union Communication	September 24, 2024
Article 37 – Grievance Procedure	June 6, 2024
Article 38 – Employee Management Advisory Committee	<i>Agreement to sign off – Sept. 25</i>
Article 39 – Uniforms	April 12, 2024
Article 41 – Resignation	July 9, 2025
Article 42 – Employment Insurance Premium Reductions	Sept. 24, 2024
LOU #9 re: Health Care Aide Classification	<i>Agreement to sign off – Sept. 25</i>
LOU #11 re: Operating Room and Orthopedic Technician Training Educational Opportunity	April 12, 2024
LOU #16 re: Northern Incentive Program	April 12, 2024
LOU #21 re: Information Sharing	July 9, 2025
Delete - LOU #25 re: Lump Sum Payment – Recognition for Services Rendered During the Covid-19 Response	April 12, 2024

AMEND – as tabled on November 7, 2025

ARTICLE 7

IN-SERVICE PROGRAMS AND PROFESSIONAL DEVELOPMENT

Professional Development Days

- 7.02 **(a)** All Employees required by the Employer to be registered as a Licensed Practical Nurse upon request, shall be granted a maximum of three (3) professional development days annually for professional development related to nursing skills, at the Basic Rate of Pay.
- (b)** Employees who work at multiple Employers, signatory to this Collective Agreement, shall only be eligible for a maximum of three (3) professional development days annually.
- (c)** Requests for such paid professional development opportunities shall be made in writing, to the Employer as early as possible, and shall not be unreasonably denied.
- (d)** Such Employee shall be advised, prior to taking any professional development days of any transportation, registration fees, subsistence and other expenses that will be paid by the Employer.

AMEND – as tabled on February 12, 2025

On January 24, 2025, the Employer presented information on Appointments, Transfers and Vacancies. The presentation and discussion focused on recruitment, transfer and vacancy data as well as the barriers to recruiting net new Employees, and the internal churn caused by transfers within the bargaining unit.

ARTICLE 11

APPOINTMENTS, TRANSFERS AND VACANCIES

11.04 An Employee appointed to a posted temporary or regular vacancy shall not be considered for a further temporary or regular vacancy for a period of twelve (12) months or for the duration of the temporary position, whichever is earlier, from the date of their transfer to the vacant position. This does not apply to Employees:

- (a)** applying on vacancies in higher rated classifications;
- (b)** applying on vacancies with higher FTE; or,
- (c)** in the case of a Temporary Employee, applying on a regular vacancy.

11.067 Regular and Casual Employees in Temporary Positions

- (a)** A Regular Employee who applies for and is successful on a temporary posting shall maintain their status as a Regular Employee. ~~A Casual Employee who applies for and is successful for a temporary position shall receive all entitlements and benefits applicable to a Temporary Employee. At the completion of the temporary term, the Regular Employee shall return to their former position. At the completion of their temporary term, the Casual Employee shall resume the normal terms and conditions of employment applicable to a Casual Employee. and shall be ineligible to apply on a subsequent temporary posting for a period of twelve (12) months, except with the express written consent of their manager.~~

- Moved (b)** A Casual Employee who applies for and is successful for a temporary position shall receive all entitlements and benefits applicable to a Temporary Employee. At the completion of their temporary term, the Casual Employee shall resume the normal terms and conditions of employment applicable to a Casual Employee.

COUNTER PROPOSAL – as tabled on November 7, 2025

ARTICLE 12A

- 12A.07 (b) The shift patterns which may be available are:
- (i) days, evenings, nights (rotation), however the Employer shall endeavor to minimize application of such rotation;
 - (ii) days only;
 - (iii) evenings only (only by Employee request);
 - (iv) nights only (only by Employee request);
 - (v) evenings and days (rotation);
 - (vi) nights and evenings (rotation) (only by Employee request);
 - (vii) nights and days (rotation).

The Employer shall endeavour to minimize the assignment of different Shift patterns between days of rest, where Employees are working a Shift pattern 12A.07(b)(i) and (vii) which begins with night Shifts. Where possible, there shall be at least 47.75 hours off duty between a night Shift to day Shift change.

COUNTER PROPOSAL – as tabled on November 7, 2025

ARTICLE 29A

- 29A.08 (b) The shift patterns which may be available are:
- (i) days, evenings, nights (rotation), however the Employer shall endeavor to minimize application of such rotation;
 - (ii) days only;
 - (iii) evenings only (only by Employee request);
 - (iv) nights only (only by Employee request);
 - (v) evenings and days (rotation);
 - (vi) nights and evenings (rotation) (only by Employee request);
 - (vii) nights and days (rotation).

The Employer shall endeavour to minimize the assignment of different Shift patterns between days of rest, where Employees are working a Shift pattern 29A.08(b)(i) and (vii) which begins with night Shifts. Where possible, there shall be at least 47.75 hours off duty between a night Shift to day Shift change.

COUNTER PROPOSAL – as tabled on October 10, 2025

ARTICLE 13

OVERTIME

- 13.05
- (a)** Overtime may be accumulated and taken in time off at a mutually acceptable time at the applicable premium rate. Such accumulation shall not exceed thirty-eight and three-quarter ($38 \frac{3}{4}$) hours.
 - (b)** **Requests to take accumulated overtime as time off shall be approved or denied within fourteen (14) days of receiving the request. Where the request is denied, the Employer shall provide written reasons for the denial of the request.**
 - (c)** Time off not taken by the last pay period end date in March in any given year shall be paid out unless otherwise mutually agreed. Such request to carry over lieu time shall be submitted by the Employee in writing prior to February 1st and shall not be unreasonably denied.

COUNTER PROPOSAL – as tabled on October 10, 2025

ARTICLE 18

PREMIUMS FOR ADDITIONAL ASSIGNMENTS
TEMPORARY ASSIGNMENTS

18.01 **Temporary Assignment Premium**

When an Employee is assigned to replace another Employee in a higher paid classification within this Collective Agreement for two (2) consecutive hours or longer, they shall be paid the Basic Rate of Pay for the classification in which the Employee is relieving, providing they are qualified to perform the substantive duties of the higher paid classification. When an Employee is required temporarily to perform the duties of a lower paid classification, their Basic Rate of Pay will not be changed.

18.02 **Responsibility Premium**

Where the Employer designates an Employee to assume responsibility for staff supervision, clinical coordination and administrative/organizational duties, as required, they shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour.

18.03 **Preceptor Premium**

- (a) An Employee assigned by the Employer to act as a Preceptor for students in:
 - (i) the Licensed Practical Nurse program or any specialized practice education or training program, as recognized by the CLPNA; or
 - (ii) a post-secondary program recognized by the Employer as required qualifications for a position within the scope of this Collective Agreement,shall receive an additional ~~sixty five cents (\$0.65)~~ **two dollars (\$2.00)** per hour.
- (b) The Employer will give consideration to those Employees who express interest in accepting assignments as a preceptor.
- (c) "Preceptor" shall mean an Employee who is assigned to supervise, educate and evaluate students referred to in Article 18.03(a) above.

COUNTER PROPOSAL – as tabled on November 7, 2025

ARTICLE 19

ON-CALL DUTY

- 19.02
- (a) The following scheduling provisions for on-call duty shall be applicable where it is operationally possible to do so.
 - (b) Regulations in respect of approval or authorization for on-call duty and the procedures which are to be followed by the Employee and the Employee's supervisor in respect of a duty roster or such other administrative controls as may be deemed necessary or desirable, shall be prescribed by the Employer. No Employee shall be assigned on-call duty for more than two (2) weekends in a five (5) week period.
 - (c) The duty roster for "facility on-call duty" shall be posted **twelve (12) weeks** in advance ~~for the period specified in Article 12A.04.~~
 - (d) Except by mutual agreement between the Employee and Employer, if, in the course of a posted on-call duty roster, the Employer changes an Employee's on-call period, the Employee shall be paid at 2X the on-call rate for all hours in the first period of on-call affected by the change unless fourteen (14) days' notice of such change has been given. The Employee shall be notified of the change and such change shall be recorded on the on-call duty roster.**
 - (e)(d)** Where there are Employees working on a Saturday, Sunday or Named Holiday, where possible, an Employee not scheduled to work on that day shall not be assigned on-call duty for that day or for the evening prior to that day.
 - (f)(e)** The Employer shall endeavour to avoid placing an Employee "on-call" on the evening prior to or during scheduled off duty days other than those referred to in Article 19.02**(e)(d)**.
 - (g) The Employer shall endeavour to avoid placing an Employee "on-call" on the evening prior to vacation or the evening prior to an approved leave of absence.**

COUNTER PROPOSAL – as tabled on October 10, 2025

ARTICLE 21

TRANSPORTATION AND SUBSISTENCE

- 21.02
- (a) When an Employee is required by the Employer to provide an automobile for use in their employment, they shall be reimbursed at the rate of **fifty-seven ~~fifty-two~~ cents (\$0.57) (~~\$0.52~~)** per kilometre **(or at Government of Alberta rates, whichever is greater)** for all required travel necessitating the use of their automobile, subject to the provisions of Article 21.04.
 - (b) When an Employee is not required by the Employer to provide an automobile for use in their employment and they choose to use their own automobile, they shall be reimbursed at the rate of **fifty-seven ~~forty-six~~ cents (~~\$0.46~~) (\$0.57)** per kilometre (or at Government of Alberta rates, whichever is greater), subject to the provisions of Article 21.04.
 - (c) Where the Employer provides and/or directs an Employee to use alternate transportation, Article 21.02(a) and (b) above shall not apply.

AMEND – as tabled on March 13, 2024

ARTICLE 26

WORKERS' COMPENSATION

- 26.01 (a) An Employee who is incapacitated and unable to work as a result of an accident sustained while on duty in the service of the Employer within the meaning of the *Workers' Compensation Act*, shall continue to receive full net take home pay **for the time lost as approved by the Workers' Compensation Board (WCB)**, ~~provided the Employee does not elect to receive income replacement directly from the Worker's Compensation Board.~~ A deduction of one-tenth (1/10th) day shall be charged against sick leave credits for each day an Employee is off work. Employees shall only receive full net take home pay to the extent that one-tenth (1/10th) day can be deducted from sick leave credits, following which time the Employee will be deemed to be on sick leave without pay pursuant to Article 25.12. **Once the Employee is deemed to be on sick leave without pay, the Employer shall administer wage replacement benefits as approved by the WCB in accordance with the *Workers' Compensation Act* less any required deductions.**
- (b) For the purposes of Article 26, full net take home pay shall be calculated at the Basic Rate of Pay for regularly scheduled hours of work, less any statutory deductions and benefit deductions as calculated prior to the accident referenced in Article 26.01(a). In no event shall the Employee's full net take home pay exceed the full net take home pay the Employee was receiving prior to the accident.

COUNTER PROPOSAL – as tabled on October 10, 2025

ARTICLE 43

PROFESSIONAL FEES

- 43.01 (a) 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.
- (b) Regular hours actually worked in clause (a) includes:
- (i) leaves of absence for Union or Local business;
 - (ii) other leaves of absence of one (1) month or less;
 - (iii) time on sick leave with pay;
 - (iv) absences while receiving Worker's Compensation; and
 - (v) educational leave up to twenty-four (24) months.
- (c) Professional College dues means dues paid for those who, at the beginning of the next registration year, have active registration with either:
- (i) The College of Licensed Practical Nurses of Alberta;
 - (ii) Any alternative Professional College acceptable to the Employer.
- (d) Employees who work at multiple Employers signatory to this Collective Agreement shall only be eligible for a total maximum reimbursement of one hundred percent (100%) of their dues and shall comply with the administrative controls in place to prevent reimbursement beyond one hundred percent (100%).**
- (e) Effective April 1, 2026, Employees who work at multiple Employers signatory to this Collective Agreement shall be permitted to apply their regular hours actually worked in the previous fiscal year with each applicable Employer for purposes of achieving the threshold of seven hundred and twenty (720) hours required to qualify for reimbursement under this Article.**

MONETARY – as tabled on November 7, 2025

The Employer is proposing General Wage Increases to the Main Salary Schedule & Local Conditions, as follows:

April 1, 2024:	3.00%
April 1, 2025	3.00%
April 1, 2026	3.00%
April 1, 2027	3.00%

MAIN SALARY SCHEDULE

~~Rehabilitation Attendant~~ – Moved to Local Conditions

~~Rehabilitation Care Worker~~ – Moved to Local Conditions

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	
Educational Allowance	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55

Health Care Aide – ~~Non-Certified~~ Uncertified

	Step 1
April 1, 2023	\$20.78
2% LSPA Rate	\$21.20

Health Care Aide – Certified

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	n/a	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	n/a	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2023	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55

Mental Health Aide

Psychiatric Aide

~~Recreation Aide~~ – Moved to Local Conditions

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$22.67	\$23.65	\$24.58	\$25.52	\$26.43
2% LSPA Rate	\$23.12	\$24.12	\$25.07	\$26.03	\$26.96

Client Care Assistant

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$23.74	\$24.57	\$25.46	\$26.39	\$27.39
2% LSPA Rate	\$24.21	\$25.06	\$25.97	\$26.92	\$27.94

Mental Health Therapy Assistant – Moved to Local Conditions

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$24.23	\$25.20	\$26.24	\$27.23	\$28.22
2% LSPA Rate	\$24.71	\$25.70	\$26.76	\$27.77	\$28.78

Drop-In Centre Supervisor – Moved to Local Conditions

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$25.37	\$26.41	\$27.46	\$28.51	\$29.52
2% LSPA Rate	\$25.88	\$26.94	\$28.01	\$29.08	\$30.11

Community Health Representative Worker – Moved to Local Conditions

Mental Health Support Worker – AHS has no incumbent employees, classification no longer used.

Physiotherapy Assistant – AHS has no incumbent employees, classification no longer used.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
April 1, 2023	\$24.59	\$25.65	\$26.66	\$27.74	\$28.76	\$29.77
2% LSPA Rate	\$25.08	\$26.16	\$27.19	\$28.29	\$29.34	\$30.37

Licensed Practical Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.58	\$28.79	\$29.94	\$31.11	\$32.27	\$33.38	\$34.73	\$36.13
2% LSPA Rate	\$28.13	\$29.37	\$30.54	\$31.73	\$32.92	\$34.05	\$35.42	\$36.85

Licensed Practical Nurse – Renal Dialysis – Reclassified to Licensed Practical Nurse, please see LOU

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.89	\$29.07	\$30.23	\$31.40	\$32.61	\$33.72	\$35.09	\$36.48
2% LSPA Rate	\$28.45	\$29.65	\$30.83	\$32.03	\$33.26	\$34.39	\$35.79	\$37.21

Licensed Practical Nurse – Operating Room Technician

Licensed Practical Nurse – Orthopaedic Technician – please see LOU

Licensed Practical Nurse – Connect Care Credentialed Trainer – please see LOU

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$28.93	\$30.17	\$31.38	\$32.59	\$33.94	\$35.02	\$36.44	\$37.90
2% LSPA Rate	\$29.51	\$30.77	\$32.01	\$33.24	\$34.62	\$35.72	\$37.17	\$38.66

Licensed Practical Nurse – Connect Care Credentialed Trainer

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2023	\$31.21	\$32.84	\$34.57	\$36.39	\$38.21	\$40.13	\$42.13
2% LSPA Rate	\$31.83	\$33.50	\$35.26	\$37.12	\$38.97	\$40.93	\$42.97

Orthopaedic Technician

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2023	\$35.70	\$36.98	\$38.30	\$39.66	\$41.06	\$42.52	\$44.04	\$45.44	\$47.02
2% LSPA Rate	\$36.41	\$37.72	\$39.07	\$40.45	\$41.88	\$43.37	\$44.92	\$46.35	\$47.96

ADDENDUM A: LOCAL CONDITIONS

Alfred Egan Home and Fort Macleod Health Centre

Rehabilitation Care Worker

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	
Educational Allowance	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55

Regional Resource Centre - Medicine Hat Regional Hospital

Mental Health Therapy Assistant

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$24.23	\$25.20	\$26.24	\$27.23	\$28.22
2% LSPA Rate	\$24.71	\$25.70	\$26.76	\$27.77	\$28.78

Centennial Centre for Mental Health and Brain Injury

Recreation Aide

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$22.67	\$23.65	\$24.58	\$25.52	\$26.43
2% LSPA Rate	\$23.12	\$24.12	\$25.07	\$26.03	\$26.96

Drop-In Centre Supervisor

	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$25.37	\$26.41	\$27.46	\$28.51	\$29.52
2% LSPA Rate	\$25.88	\$26.94	\$28.01	\$29.08	\$30.11

Valleyview Health Centre and Westlock Continuing Care Centre

Rehabilitation Attendant

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	
Educational Allowance	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55

Gift Lake Community Health Services and Elizabeth Settlement Community Hall

Community Health Representative Worker

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
April 1, 2023	\$24.59	\$25.65	\$26.66	\$27.74	\$28.76	\$29.77
2% LSPA Rate	\$25.08	\$26.16	\$27.19	\$28.29	\$29.34	\$30.37

Letter of Understanding #14

Licensed Practical Nurse – Personal Support Coordinator

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.58	\$28.79	\$29.94	\$31.11	\$32.27	\$33.38	\$34.73	\$36.13
2% LSPA Rate	\$28.13	\$29.37	\$30.54	\$31.73	\$32.92	\$34.05	\$35.42	\$36.85

ADDENDUM B: LOCAL CONDITIONS

Lamont Health Care Centre

Physiotherapy Assistant

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
April 1, 2023	\$24.59	\$25.65	\$26.66	\$27.74	\$28.76	\$29.77
2% LSPA Rate	\$25.08	\$26.16	\$27.19	\$28.29	\$29.34	\$30.37

NEW EMPLOYER COUNTER PROPOSAL – as tabled on November 7, 2025

**LETTER OF UNDERSTANDING
BETWEEN
ALBERTA HEALTH SERVICES**

- and -

ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: LPN – RENAL DIALYSIS RECLASSIFICATION

The Parties agree to the following pay scale adjustments:

1. Effective the Date of Ratification, the Licensed Practical Nurse – Renal Dialysis classification will be reclassified to that of a Licensed Practical Nurse. New Employees will be paid in accordance with the Licensed Practical Nurse pay scale as outlined in the Main Salary Schedule.
2. For Employees hired in an LPN – Renal Dialysis position prior to the Date of Ratification, the following Legacy Pay Scale shall apply:

Licensed Practical Nurse – Renal Dialysis

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.89	\$29.07	\$30.23	\$31.40	\$32.61	\$33.72	\$35.09	\$36.48
2% LSPA Rate	\$28.45	\$29.65	\$30.83	\$32.03	\$33.26	\$34.39	\$35.79	\$37.21
April 1, 2024 – 3%								
2% LSPA Rate								
April 1, 2025 – 3%								
2% LSPA Rate								
April 1, 2026 – 3%								
2% LSPA Rate								
April 1, 2027 – 3%								
2% LSPA Rate								

3. The list of Employees hired in an LPN – Renal Dialysis position prior to the Date of Ratification is the following:
 - [List of Employees names to be entered at Date of Ratification]

ON BEHALF OF THE EMPLOYERS

ON BEHALF OF THE UNION

Kaela Colbert
Lead Negotiator

Kate Robinson
Union Representative, Negotiations

DATE: _____

DATE: _____

NEW EMPLOYER COUNTER PROPOSAL – as tabled on November 7, 2025

**LETTER OF UNDERSTANDING
BETWEEN
ALBERTA HEALTH SERVICES**

- and -

ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: LPN – ORTHOPAEDIC TECHNICIAN PAY SCALE ADJUSTMENTS

The Parties agree to the following pay scale adjustments:

1. Effective the Date of Ratification, all new Employees hired in the LPN – Orthopaedic Technician will be placed on the following New Pay Scale:

Licensed Practical Nurse – Orthopaedic Technician

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$28.93	\$30.17	\$31.38	\$32.59	\$33.94	\$35.02	\$36.44	\$37.90
2% LSPA Rate	\$29.51	\$30.77	\$32.01	\$33.24	\$34.62	\$35.72	\$37.17	\$38.66
April 1, 2024 – 3%								
2% LSPA Rate								
April 1, 2025 – 3%								
2% LSPA Rate								
April 1, 2026 – 3%								
2% LSPA Rate								
April 1, 2027 – 3%								
2% LSPA Rate								

2. For Employees hired in an LPN – Orthopaedic Technician position prior to the Date of Ratification, the following Legacy Pay Scale shall apply:

Licensed Practical Nurse – Orthopaedic Technician

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2023	\$35.70	\$36.98	\$38.30	\$39.66	\$41.06	\$42.52	\$44.04	\$45.44	\$47.02
2% LSPA Rate	\$36.41	\$37.72	\$39.07	\$40.45	\$41.88	\$43.37	\$44.92	\$46.35	\$47.96
April 1, 2024 – 3%									
2% LSPA Rate									
April 1, 2025 – 3%									
2% LSPA Rate									
April 1, 2026 – 3%									
2% LSPA Rate									
April 1, 2027 – 3%									
2% LSPA Rate									

3. The list of Employees hired in an LPN – Orthopaedic Technician position prior to the Date of Ratification is the following:

- [List of Employees names to be entered at Date of Ratification]

ON BEHALF OF THE EMPLOYERS

ON BEHALF OF THE UNION

Kaela Colbert
Lead Negotiator

Kate Robinson
Union Representative, Negotiations

DATE: _____

DATE: _____

NEW EMPLOYER PROPOSAL – as tabled on October 10, 2025

LETTER OF UNDERSTANDING

BETWEEN

ALBERTA HEALTH SERVICES

- and -

ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: LPN – CONNECT CARE CREDENTIALLED TRAINER
PAY SCALE ADJUSTMENTS

The Parties agree to the following pay scale adjustments:

- Effective the Date of Ratification, all new Employees hired in the LPN – Connect Care Credentialed Trainer will be placed on the following New Pay Scale:

Licensed Practical Nurse – Connect Care Credentialed Trainer

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$28.93	\$30.17	\$31.38	\$32.59	\$33.94	\$35.02	\$36.44	\$37.90
2% LSPA Rate	\$29.51	\$30.77	\$32.01	\$33.24	\$34.62	\$35.72	\$37.17	\$38.66
April 1, 2024 – 3%								
2% LSPA Rate								
April 1, 2025 – 3%								
2% LSPA Rate								
April 1, 2026 – 3%								
2% LSPA Rate								
April 1, 2027 – 3%								
2% LSPA Rate								

- For Employees hired in an LPN – Connect Care Credentialed Trainer position prior to the Date of Ratification, the following Legacy Pay Scale shall apply:

Licensed Practical Nurse – Connect Care Credentialed Trainer

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2023	\$31.21	\$32.84	\$34.57	\$36.39	\$38.21	\$40.13	\$42.13
2% LSPA Rate	\$31.83	\$33.50	\$35.26	\$37.12	\$38.97	\$40.93	\$42.97
April 1, 2024 – 3%							
2% LSPA Rate							
April 1, 2025 – 3%							
2% LSPA Rate							
April 1, 2026 – 3%							
2% LSPA Rate							

April 1, 2027 – 3%							
2% LSPA Rate							

3. The list of Employees hired in an LPN – Connect Care Credentialed Trainer position prior to the Date of Ratification is the following:

- [List of Employees names to be entered at Date of Ratification]

ON BEHALF OF THE EMPLOYERS

ON BEHALF OF THE UNION

Kaela Colbert
Lead Negotiator

Kate Robinson
Union Representative, Negotiations

DATE: _____

DATE: _____