

LETTER OF UNDERSTANDING

BETWEEN

ALBERTA HEALTH SERVICES

- and -

**ALBERTA UNION OF PROVINCIAL EMPLOYEES
(General Support Services)**

Whereas the Parties have agreed to certain amendments with respect to Article 16: Layoff and Recall and other provisions as it relates to layoff notice to be provided to Employees at the Little Bow Continuing Care Centre (the “site”), on a without precedent or prejudice basis, the following shall apply:

1. Amend Article 16.04(a)(i) as follows:

“(i) same status (i.e. part-time or full-time) provided any increase to full-time equivalency that would occur does not exceed zero point two (0.2).”

2. Delete Article 16.04(iv)

3. Amend Article 16.04(b) as follows:

“(b) an Employee eligible to be placed in accordance with Clause 16.04(a) shall have seventy-two (72) hours to advise the Employer of his decision to accept or reject the placement. A request to extend such timeline shall not be unreasonably denied.”

4. Notwithstanding that notice of layoff will be provided to all staff at the site at the same time, certain employees will be required to continue to work with residents until such time as all residents have been relocated. All Employees will exercise their rights under Articles 16.04 and 16.06 at the time initial notice is given.

5. An employee required to continue working at the site while residents remain will have the opportunity to review available vacancies pursuant to Article 16.04 (as amended by this Letter of Understanding) at the time they receive formal communication that they are no longer required at the site. In the event a preferable vacancy exists, the Employee may elect to choose such vacancy. Such placement will not be considered a violation of the collective agreement.

6. The foregoing is not intended to limit the ability of the Parties to discuss and agree on other amendments or provisions as matters arise.



7. This Letter of Understanding shall expire December 31, 2012.

ON BEHALF OF THE EMPLOYER

Oni Fleming

DATE: *August 24, 2012*

ON BEHALF OF THE UNION

Jim Peltic

DATE: *Aug 21, 2012.*