

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**ALBERTA HEALTH SERVICES (AHS)**

**- and -**

**HEALTH SCIENCES ASSOCIATION OF ALBERTA (HSAA)**

**RE: ARTICLE 14.04**

In light of the recruitment challenges AHS is currently experiencing in various classifications within the HSAA collective agreement;

Effective April 1, 2023, the Parties agree to:

1. Amend Article 14.04(a) and (b) as follows:

14.04 (a) A new employee who has completed the required training in any of the paramedical technical classifications covered by this Collective Agreement shall be placed at the starting rate for the classification level to which they have been hired.

A current employee that has applied and is the successful candidate on a position and who has completed the required training in any of the paramedical technical classifications covered by this Collective Agreement shall be placed on the applicable salary grid as per Article 29.08.

(b) A new employee who has completed the required educational requirements of any of the paramedical professional classifications covered by this Collective Agreement shall be placed at the starting rate of the classification level to which they have been hired.

A current Employee that has applied and is the successful candidate on a position and who has completed the required educational requirements of any of the paramedical professional classifications covered by this Collective Agreement and who has not yet fulfilled the requirements for licensure/registration shall be placed on the applicable salary grid as per Article 29.08.

2. Employees hired pursuant to this Article prior to the effective date of this Letter of Understanding will:

(a) Receive an adjustment to one-hundred percent (100%) of their basic rate of pay effective April 1, 2023.

(b) Receive retroactive pay in accordance with the unamended provisions of Articles 14.04(a) and (b) in the current collective agreement.

This Letter of Understanding will expire March 31, 2024, or upon the date of ratification of the next Collective Agreement, whichever is later.

ON BEHALF OF THE EMPLOYER

  
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DATE: April 6, 2023

ON BEHALF OF THE UNION

  
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DATE April 6, 2023