

Collective Agreement

between



The Grande Spirit Foundation
(hereinafter referred to as the "Employer")

and

CUPE / *Canadian Union
of Public Employees*

Local 3623
(hereinafter referred to as the "Union")

July 1, 2025 – June 30, 2028

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PREAMBLE

The parties recognize and acknowledge that Grande Spirit Foundation is located on the traditional territories known as Treaty 8 territory and would like to thank the diverse Indigenous Peoples whose footsteps have marked this territory for centuries, such as: Cree, Dene Tha', Dane-zaa and Denesuline as well as Metis.

ARTICLE 1 – PURPOSE OF AGREEMENT

- 1.1 The parties to this Agreement share a commitment to high quality housing and support services to residents of the Grande Spirit Foundation owned and/or managed properties. The purpose of this Agreement is to establish employment conditions which support and enhance this shared commitment.
- 1.2 It is the purpose of both parties to this Agreement:
 - (a) To continue sound working relations between the Employer, Employees and the Union and provide settled and reasonable conditions of employment.
 - (b) To recognize the mutual value of joint discussions and negotiations in matters pertaining to working conditions.
 - (c) To promote the morale, well-being, and security of all Employees in the bargaining unit.

ARTICLE 2 – MANAGEMENT RIGHTS

- 2.1 The Union recognizes that the Employer will have the sole and exclusive right, except as otherwise specifically limited by the express provisions of this Agreement, to determine all matters pertaining to the management of its affairs, and that the direction of Employees is fixed exclusively in the Employer and without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive right of the Employer to:
 - (a) Maintain order, discipline, and efficiency;
 - (b) Organize and re-organize the work of Employees;
 - (c) Hire, appoint, discharge, promote, classify, transfer, lay off, recall, suspend, or otherwise discipline Employees;
 - (d) Make and enforce and alter from time to time rules and regulations to be observed by the Employees;

- (e) Determine and change the operations of the Employer; determine and change the locations where the Employer's operations are carried on; determine and change the methods of carrying out the Employer's operations; set standards for the performance of work; determine the work to be performed by Employees; and determine the time, or times, an Employee is to work;
- (f) Determine the nature and kind of operations conducted by the Employer; the kind and location of equipment to be used; the right to subcontract; the extension, limitation, curtailment, or cessation of operations; the right to sell, merge, consolidate or lease its operations or any part thereof.
- (g) The Employer commits to communicating, to staff, available internal work tasks that may not have assigned coverage.

2.2 Matters not covered by the provisions of this Collective Agreement will be addressed at the discretion of the Employer. The Employer will ensure that the Union is informed before decisions are implemented.

ARTICLE 3 – RECOGNITION AND NEGOTIATION

3.1 Bargaining Unit

The Employer recognizes the Canadian Union of Public Employees Local 3623 as the sole and exclusive bargaining agent for all of its Employees as set out in Certificate 609-92 issued by the *Alberta Labour Relations Board*. The Employer hereby consents and agrees to negotiate with the Union or any of its authorized committees concerning all matters arising from or affecting this Collective Agreement or members of the bargaining unit, looking towards a peaceful and amicable settlement of any differences that may arise between them.

3.2 No Other Agreements

No Employee will be required or permitted to make a written or verbal agreement with the Employer or its representatives which may conflict with the terms of this collective agreement.

3.3 Right of Fair Representation

The Union will have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees or any other advisors when dealing or negotiating with the Employer. Such representative(s) or advisor(s) will have access to the Employer's premises in order to deal with any matters arising out of this collective agreement. Such representative(s) or advisor(s) will obtain permission in advance from the Manager or other authorized member of management before contacting an Employee when on the premises of the Employer.

The Union recognizes the importance of ensuring a full day's work by all Employees. Therefore, when possible, the representative(s) or advisor(s) deals with Employees on matters arising out of this Collective Agreement outside normal working hours or in a manner which will not affect operations such as at lunch and coffee breaks.

3.4 Permission to Leave Work

Stewards will be granted time with pay during the workday to attend labour management meetings, perform their steward duties, investigate disputes and presenting adjustments as provided in the Grievance Procedure up to, but not including the Arbitration Step. A Steward will not leave their work without obtaining the permission of their Supervisor, which permission will not be unreasonably withheld.

The Union recognizes the importance of ensuring a full day's work by all Employees. Therefore, when possible, the Stewards will conduct investigations and grievance meetings outside normal working hours or in a manner which will not affect operations such as at lunch and coffee breaks.

3.5 Correspondence

All correspondence between the Employer and the Union will pass to and from the Employer's Chief Administrative Officer or designate, and the Union Executive or designate.

3.6 The Union will keep the Employer informed in writing of its Executive Officers, Stewards, and Representatives.

ARTICLE 4 – NO DISCRIMINATION

4.1 The Employer and the Union are jointly committed to fostering positive working relationships and managing conflict in the workplace.

4.2 The Employer and the Union agree there will be no discrimination exercised or practiced with respect to any Employee by reason of age, race, creed, colour, ancestry, national origin, religion, political affiliation, gender, gender identity, gender expression, sexual orientation, physical disability, mental disability, marital status, family status or source of income, nor by reason of their membership or non-membership or activity or non-activity in the Union. Both the Employer and the Union agree to ensure compliance with the *Alberta Human Rights Act*.

4.3 There will be no discrimination, restrictions or coercion exercised or practiced in respect of any Employee by either party by reason as outlined in the *Alberta Human Rights Act* and defined in the prohibited grounds legislation except to the extent permitted by law as a bona fide occupational requirement nor by reason of their membership or activity in the Union.

4.4 The Employer and the Union recognize the right of all Employees to be entitled to a work environment free from bullying, violence, sexual and personal harassment of any form which is physical, mental, verbal or financial, or any conduct that undermines an Employee's health, morale, safety, well-being, job practice, or endangers an Employee's employment status or potential. Complaints alleging harassment of any form, from residents, coworkers, management, or any other person(s) causing harm in the workplace, will be treated seriously, in strict confidence, and may be addressed through the Grievance Procedure (Article 10).

4.5 Accommodation and Cooperation

The Employer acknowledges that every Employee has the right to be accommodated and protected as per the human rights legislation and the *Canadian Charter of Rights and Freedoms*.

The parties further agree to work together to consider how the Employee's rights can best be accommodated and protected without causing undue hardship to the Employer, the Employee, or the Union. The affected Employee will participate and cooperate fully in this process.

ARTICLE 5 – UNION MEMBERSHIP REQUIREMENT

5.1 Union Membership

All Employees of Grande Spirit Foundation certified for collective bargaining under Union Local 3623 will, as a condition of Employment, be required to pay the regular dues referred to in Article 6 (Check-off of Union Dues), whether they are members of the Union or not.

5.2 Student Workers

The parties agree that students hired for temporary employment through bona fide government funded employment programs, or summer students hired for less than one hundred and twenty (120) calendar days will not be included in the collective bargaining relationship between the parties and will not have access to the terms and conditions of employment or benefits contained within the Collective Agreement.

No Employee in the bargaining unit will lose any hours of work or be displaced by the implementation and/or use of any such program or personnel.

5.3 Inclusion Alberta

The Employer and the Union recognize that Grande Spirit Foundation is a partner with Inclusion Alberta providing open opportunities for employment.

The parties further agree this will not displace currently employed Casuals, Part-time and Full-time Employees as defined by the Collective Agreement. That these

positions, when vacant, can be filled by applicants as per the Union Agreement.

The parties agree to continue sharing information and discussing the progress and impact of Inclusion Alberta Employees' implementation.

ARTICLE 6 – CHECK-OFF OF UNION DUES

6.1 Check-off Payments

The Employer deduct from every Employee by the Rand formula method of dues deduction, an amount equal to the monthly Union dues levied by the Union on its members.

6.2 Deductions made according to Clause 6.1 (Check-off Payments), will be made in a manner which is in keeping with the Employer's payroll system. Union dues deductions will be forwarded to CUPE National, not later than fifteen (15) working days after the deductions have been made. Such deductions will be accompanied by a list which will indicate each Employee's name, phone number, address, position, and the amount deducted from each Employee.

6.3 The Employer will note the individual Union dues deducted and enter the amount on T-4 slips issued for income tax purposes.

6.4 The Union will save the Employer harmless from any claims that may arise either from any deduction from wages in respect of check-off of Union monthly assessments or any action taken at the request of the Union.

ARTICLE 7 – NO STRIKES OR LOCKOUTS

7.1 The parties agree that there will be no strike or lockout contrary to the provisions of the *Alberta Labour Relations Code*.

ARTICLE 8 – LABOUR MANAGEMENT BARGAINING RELATIONS

8.1 Union Bargaining Committee

The Union will provide the Employer with a list of up to five (5) Bargaining Committee members in accordance with the timelines provided for in the *Alberta Labour Relation Code*.

8.2 Time Off for Bargaining Meetings

Members of the Union Bargaining Committee who are in the employ of the Employer will have the right to attend meetings held within working hours and the Union will reimburse the regular pay and premiums of committee members to the Employer. The Employer will maintain the regular pay and premiums of

Employees on the Union Bargaining Committee and bill this cost for reimbursement by the Union. The Union will provide reasonable advance notice of required leave and work with the Employer to minimize operational disruptions.

ARTICLE 9 – LABOUR MANAGEMENT COMMITTEE

9.1 Establishment of Committee

A Labour Management Committee will be established consisting of up to seven (7) representatives of the Union who are elected Executive members or their delegates and up to seven (7) representatives of the Employer. The Committee will enjoy the full support of both parties.

9.2 Function of the Committee

- (a) The Committee will concern itself with any matters of mutual interest.
- (b) The Labour Management Committee will establish the Terms of Reference (TOR).

9.3 Meetings of Committee

The Committee will meet at a mutually agreeable time and place at least four (4) times per year. Additional meetings may be requested at any time by either party and upon such request, the Labour Management Committee will meet forthwith. Employees will not suffer any loss of pay for the time spent with this Committee, per Article 17 (Overtime), Clause 17.3.

ARTICLE 10 – GRIEVANCE AND ARBITRATION PROCEDURE

10.1 Definition of Grievance

A grievance under this Agreement will be defined as any difference or dispute between the Union or any Employee(s) and the Employer concerning the interpretation, application, operation, or alleged violation of the Collective Agreement.

- 10.2 In order to ensure that any differences between the parties are remedied as quickly as possible, the parties agree they will attempt to resolve issues through an informal complaint process involving the Supervisor within ten (10) working days of being aware of the issue, prior to filing written grievances.

In the event an issue remains unresolved within ten (10) working days of being heard at the informal, the parties agree that the following procedure for submitting and dealing with grievances will be adhered to by both parties, provided that when submitting the grievance, the Union will inform the Employer, in writing, the names of those Union Representatives that will be dealing with that particular grievance.

Step One (1) of the grievance process may only be waived by mutual agreement between the Employer and the Union in the best interests of expediting the grievance efficiently.

Grievances dealing with dismissal will be entered at Step Two and will be initiated within ten (10) working days of the dismissal.

10.3 Settling of Grievances

At each step of the grievance procedure the Grievor will have the right to be present. The Union Steward will suffer no loss of wages while in attendance at any step of the grievance procedure. An earnest effort will be made by all parties to settle grievances fairly and promptly in the following manner.

Step One

If an Employee or a group of Employees has a grievance, the Union will submit to the Manager a written statement of the grievance within ten (10) working days of the date that the Grievor(s) became aware of, or reasonably should have become aware of, the alleged grievance.

The grievance when presented in writing must be signed by the Union, and will contain:

- (a) a summary of circumstances giving rise to the grievance.
- (b) the provision(s) of the Agreement considered violated.
- (c) the particulars of the remedy sought.

The Grievor(s) Manager will schedule a meeting with the Grievor(s) and the Union Representative within ten (10) working days of receipt of the grievance and will render their decision in writing within ten (10) working days of this meeting.

Step Two

Failing satisfactory settlement being reached in Step One, the Union Representative(s) together with the Grievor(s) within ten (10) working days of receipt of the decision in Step One, will advance the grievance in writing to the Chief Administrative Officer. The Chief Administrative Officer and Manager, or their designates, will schedule a meeting with the Union within ten (10) working days of receipt of the grievance and will render their decision in writing within ten (10) working days of this meeting.

Grievances involving suspension or termination will start at Step Two of the Grievance Procedure according to the time limits and requirements of a grievance in writing outlined in Step One.

Step Three

Failing satisfactory settlement being reached in Step Two, within ten (10) working days of receipt of the decision in Step Two, the grievance may be referred in writing to arbitration by either party. Either party wishing to submit a grievance to arbitration will, within twenty (20) working days of the receipt of the decision at Step 2 of the grievance procedure, notify the other party in writing of its intention to do so.

10.4 Grievance Withdrawal

The Union may, by notice in writing to the Employer, withdraw the grievance at any stage of this grievance procedure.

10.5 Policy Grievance

A policy grievance is a difference which seeks to enforce an obligation of the Employer to the Union or the Union to the Employer.

Where the Union or the Employer has a policy grievance, such grievance may commence at Step Two. The aggrieved party within ten (10) working days from the date that the aggrieved party became aware of, or reasonably should have become aware of the alleged grievance will submit to the other party the grievance in writing. The grievance when presented in writing must be signed by the Steward or Chief Administrative Officer, and will contain:

- (a) a summary of circumstances giving rise to the grievance.
- (b) the provision(s) of the Agreement considered violated.
- (c) the particulars of the remedy sought.

10.6 Time Limits

If a grievance is not initiated or processed within the time limits in the Grievance Procedure, the grievance will be deemed to have been abandoned. Saturdays, Sundays, and General Holidays will not be considered as working days for the purposes of the Article.

10.7 Mutually Agreed Changes

Any mutually agreed changes to this Collective Agreement will form part of this Collective Agreement and are subject to the Grievance and Arbitration Procedure.

- 10.8 When one party submits a grievance to Arbitration in accordance with Clause 10.2 or 10.3, that party will notify the other party in writing, of its intention to submit the grievance to Arbitration and such notice will state its intention to meet to agree upon a single Arbitrator.

- 10.9 The other party will, within ten (10) working days of receipt of such notice. Arrange to meet with the grieving party in an effort to select a single Arbitrator.
- 10.10 If the Employer's and the Union's nominee fail to jointly appoint an Arbitrator within the time limits set by the Alberta *Labour Relations Code*, the Minister of Labour will appoint the Arbitrator in accordance with the *Alberta Labour Relations Code*.
- 10.11 The Employer and the Union will bear equally the total costs of the single Arbitrator.
- 10.12 The decision of the Arbitrator will be final, binding, and enforceable on all parties affected. The Arbitrator will not have the power to change this Agreement or to alter, modify or amend any of its provisions or make any decision contrary to the provisions of this Agreement.
- 10.13 The time limits specified in both the grievance and Arbitration procedures may be extended by mutual agreement between the Employer and the Union. Mutual agreement to extend time limits must be in writing.

ARTICLE 11 – SENIORITY

11.1 Seniority Defined

Seniority is defined as the length of continuous service with the Employer from the last date of hire including all periods of continuous service as a Casual, Full-time or Part-time Employee. Seniority for Employees will accumulate on straight-time hours worked by the Employee.

Casual Employees hired on or after the date of ratification of this Agreement, and Full-time and Part-time Employees who transfer to Casual on or after the date of ratification of this Agreement, will not be entitled to apply seniority hours until such time as they become a Full-time or Part-time Employee.

11.2 Seniority for Casual Employees

For the purposes of Article 12 (Promotions and Staff Changes), seniority will apply and will be calculated as defined in Clause 11.1.

Casual Employees will not be entitled to apply seniority hours for any other purpose, until such time as they become a Full-time or Part-time Employee.

11.3 Seniority List

The Employer will maintain a Union Employee list showing the contact information, current classification, and the date upon which each Employee's service commenced. When two (2) or more Employees have the same seniority hours, the Employee with the earliest date of hire will be considered senior. An up-to-date seniority list will be sent to the Union in January, April, July, and October of each year.

11.4 Probation for Newly Hired Employees

A newly hired Employee will all be on probation only for the ninety (90) days of their employment. During the probation period, the Employee will be entitled to all rights and benefits of this Agreement. After completion of the probation period, seniority will be effective from the last date of hire. If an Employee on probation is determined by the Employer to be unsatisfactory, they may be terminated at any time during the probation period, and such termination will not be the subject of a grievance.

11.5 Loss of Seniority

The seniority of an Employee will be lost, and the Employee will be considered terminated when they:

- (a) voluntarily resigns in writing (excluding Casual workers as defined in Article 15 (Definitions) Clause 15.1(c);
- (b) is discharged for just cause and is not reinstated;
- (c) is absent without leave approved by the Employer in excess of three (3) calendar days except for sufficient cause;
- (d) is laid off for a period longer than twelve (12) months;
- (e) fails to advise the Employer within seven (7) working days of their intent to accept a notice of recall from the time notice of recall is delivered by registered mail to their last known address;
- (f) retires.

11.6 Seniority will not accumulate during a layoff or during unpaid leaves of absence in excess of thirty (30) days.

- (a) Seniority will accumulate during leaves for Union business, maternity leave, parental leave, adoption leave or to serve in elected public office even if such leaves exceed thirty (30) days.

11.7 Employees will accumulate seniority during:

- (a) periods of sick leave paid by the Employer;
- (b) leaves of absence with pay;
- (c) bereavement leave;
- (d) jury/witness duty;
- (e) paid vacations;

- (f) when in receipt of Workers' Compensation as a result of injury or illness incurred while in the employ of the Employer.
- (g) while on approved unpaid leave of absence of thirty (30) days or less.

11.8 Transfers and Seniority Outside the Bargaining Unit

No Employee will be transferred to a position outside the bargaining unit without their consent. If an Employee is transferred to a position outside the bargaining unit, they will retain their seniority accumulated up to the date of leaving the unit but will not accumulate any further seniority. After one (1) year, the Employee will be removed from the seniority list. Such an Employee may return to a position within the bargaining unit within a one-year period in accordance with Article 12 (Promotions and Staff Changes).

ARTICLE 12 – PROMOTIONS AND STAFF CHANGES

12.1 Job Posting

When a new position is created, or when a vacancy occurs inside the bargaining unit, the Employer will post notice of the position for a minimum of seven (7) working days, so that Employees will know about the vacancy or new position.

The Employer will first consider all applications from internal Employees and will not hire externally if there is a qualified applicant from within.

(a) Application

All applications for vacant positions will be made in writing to the Employer.

(b) Temporary Transfer to Higher Classification

When an Employee is temporarily transferred to a higher classification position, they will receive the wage rate for the higher classification for the hours worked at the higher classification. A temporary transfer will not normally exceed thirty (30) days after which the Employee will either revert to their previous classification or transfer permanently to the new classification position.

- (i) Where the Employee is substituting for an employee absent for reasons of sickness, accident, vacation, or other approved absence in which case the temporary transfer may be extended for a longer period.

12.2 Information in Postings

Such notice will contain the following information: Position title, qualifications, hours of work and pay range, initial location and whether the position is Full-time or Part-time.

12.3 Where skill, ability and qualifications for the position meet the minimum requirements, seniority will be the governing factor in determining selections for promotions and filling job vacancies.

12.4 A successful internal applicant will be placed on trial for a period of up to one (1) month. Conditional on satisfactory performance, such trial promotion or transfer will become permanent after the period of one (1) month. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the Employee finds themselves unable to perform the duties of the new job classification, they will be returned to their former position and salary without loss of seniority. Any other Employee promoted or transferred because of the rearrangement of positions will also be returned to their former position and salary without loss of seniority.

12.5 Notification to Employee

Each applicant will be informed of the name of the successful applicant.

12.6 New Classifications

Any new classifications within the bargaining unit established by the Employer will be subject to negotiations with the Union Representatives to determine a pay rate. The Employer agrees to notify the Union upon establishment of the new classification and suggested rate of pay. The Union will have thirty (30) days after such notification to request that the rate of pay so established by the Employer be made the subject of collective bargaining. The Employer reserves the right to post and fill positions in the new classification at the rate of pay established by the Employer prior to reaching an agreement with the Union. Any negotiated rate of pay will be retroactive to the date of establishment of the new classification.

ARTICLE 13 – LAYOFFS AND RECALLS

13.1 Definition of Layoff

A layoff will be defined as a separation from employment as a result of lack of work, or a reduction in Employee hours.

13.2 Basis for Layoffs and Recalls

Layoffs and recalls from layoffs will be determined based on an Employee's seniority, skill, ability, and qualifications.

13.3 Advise Union

In the event of layoffs and recalls the Employer agrees to advise the Union and the Employee, in accordance with Clause 13.4.

13.4 Except in circumstances beyond the reasonable control of the Employer, the notice of Layoff of the Employees will be as follows:

1 week	More than 90 days but less than 2 years
2 weeks	2 years but less than 4 years
4 weeks	4 years but less than 6 years
5 weeks	6 years but less than 8 years
6 weeks	8 years but less than 10 years
8 weeks	10 years or more

13.5 When Employees are to be laid off, the Employer will lay off Employees in the reverse order of their seniority within the affected classification providing those retained are qualified and able to perform the work remaining to be done.

13.6 When an Employee has been given notice of layoff or notice of position abolishment, the Employee has the option of:

- (a) accepting the layoff;
- (b) accepting a vacant position for which the Employee is qualified if available;
- (c) retaining all seniority and recall rights for twelve (12) months and accepting casual employment opportunities. The Employer will give laid off Employees first opportunity for casual employment; or
- (d) bumping the least senior Employee in a position for which the Employee is qualified.

13.7 Recall Procedure

Employees will be recalled in the order of their seniority provided that the recalled Employees are qualified to perform the work. Notice of recall will be sent in writing by i.e. registered mail, email address with read receipt to the Employee's last known contact information/address. The Employee must respond in writing to the notice within seven (7) calendar days of receipt of such notice, of their intention to either accept or decline the offer of recall. In the event that they do not respond to the notice, they will lose all seniority and will have been considered to have resigned from their employment.

13.8 No New Employees

No new Employees will be hired while there are Employees on layoff with seniority, who are qualified to perform the available work.

ARTICLE 14 – DISCHARGE AND DISCIPLINE

14.1 Just Cause

An Employee who has passed the probationary period as defined in Clause 11.4 (Probation for Newly Hired Employees) may be disciplined or discharged but only for just cause.

The Employer will follow the principles of progressive discipline understanding the approach will vary with the circumstances and severity.

14.2 Personnel Records

An Employee or a Union Steward with the written authority of an Employee, will have the right at any time to have access to, copy, and review their personnel record in the presence of an Employer representative within five (5) business days of the request. An Employee who has been subjected to disciplinary action will, after twenty-four (24) months from the date of the incident request in writing that their Personnel file be cleared of any record of the disciplinary action. Such request will be granted.

In the event that an Employee elects not to have Union representation, such denials will be in writing, and a copy will be forwarded to the local Union Executive within twenty-four (24) hours.

14.3 Right to Have Steward Present

When a Supervisor intends to issue a disciplinary or discharge notice to an Employee, the Supervisor will so notify the Employee and the Union in writing forty-eight (48) hours in advance of the purpose of the meeting or interview in order that the Employee if they wish to, contact their Union Representative to be present at the meeting or interview. The Employer will advise the Employee in writing of the reasons for the action taken and a copy will be submitted to the Union in writing forty-eight (48) hours in advance of the meeting.

ARTICLE 15 – DEFINITIONS

15.1 An "Employee" will mean any Employee of the Employer for whom the Union has been certified as bargaining agent.

(a) Full-time Employee - one who is regularly scheduled to work the full specified hours of work contained in Article 16 (Hours of Work) Clause 16.1(a).

(b) Part-time Employee - one who is regularly scheduled for less than the normal full hours of work as specified in Article 16 (Hours of Work) Clause 16.1(b).

- (c) **Casual Employee** - one who works as a casual staff with no guarantee of minimum/maximum hours as follows:
 - (i) on a call basis; or
 - (ii) for a specific job that is of a non-continuing nature; or
 - (iii) to replace a Full-time or Part-time Employee as a result of sickness, injury, leave of absence, vacation day and works on a consensual call-in basis and is not regularly scheduled.

15.2 Casual Employee

The Employer will distribute shifts as equally as possible between all available Casual Employees subject to their availability.

To maintain eligibility, Casuals must supply their availability for the upcoming month on or before the 20th of the current month. Failure to provide availability on or before the 20th will render the Casual Employee inactive. Three (3) consecutive months as an inactive or unavailable Casual Employee, except for illness, injury, or other reason acceptable to the Employer will result in termination of Employment.

Where a Casual Employee has submitted availability and then fails to work three (3) shifts within thirty (30) consecutive days, except for illness, injury, or other reason acceptable to the Employer will result in termination of employment.

- 15.3 Except as specifically stated otherwise, the provisions of this Collective Agreement will apply to Part-time and Casual Employees.
- 15.4 For the purpose of applying payroll, Employees who work past midnight will have their shift hours applied on the day they start their shift. This change will not result in a loss of any entitled shift or overtime premiums.
- 15.5 Working days for the purposes of Article 10 (Grievance Procedure) will mean Monday to Friday with the exception of statutory holidays.

ARTICLE 16 – HOURS OF WORK

- 16.1 (a) The regular hours of work for Full-time Employees will be seven (7) to eight (8) hours per day and thirty-five (35) to forty (40) hours per week exclusive of an unpaid lunch period.
- (b) The regular hours of work for Part-time Employees will be based on regularly scheduled hours. Hours of work will consist of a minimum of three (3) hours per shift up to eight (8) hours in one day as applicable, and less than thirty-five (35) hours per week. If the Part-time Employee has irregularly scheduled hours, regular hours of work will be calculated based on the total hours worked averaged over the days worked in the preceding nine (9) weeks.

- (c) The regular hours of work for Casual Employees will be calculated based upon the total hours worked averaged over the days worked in the preceding nine (9) weeks. For clarity, it is agreed that given the consensual call-in basis of employment either the Casual Employee or Employer is permitted to conclude employment at any time without notice, compensation or recourse to the grievance and arbitration procedure.
 - (d) Through mutual agreement with the Union, the Employer may institute compressed work week schedules with regular average hours over the rotation cycle of the schedule not exceeding forty (40) hours per week as a Scheme of Employment under the *Alberta Employment Standards Code*. Compressed work week schedules may have regular hours in excess of eight (8) in a day with additional scheduled days off compared to a regular schedule or more consecutive days of work followed by more consecutive days off compared to the regular schedule. The regular hours of compressed work week schedules will be worked on a straight time basis.
 - (e) Averaging over the rotation cycle of the shift will be based on the period of time required to start at one point of the schedule and return to that same point in the schedule (this being one (1) full rotation cycle). For many schedules, this rotation cycle will be four (4) weeks or longer.
- 16.2 Regular hours of work will not be construed as a guarantee of any minimum nor as a restriction of any maximum number of hours to be worked.
- 16.3 (a) Unpaid lunch periods will be of not less than one-half (½) hour's duration for shifts which fall within the regular hours of work in Clause 16.1(a).
- (b) On any shift where the Employer requires the Employee to remain at the facility from the start to the end of their shift, the lunch period will be provided with pay at the Employee's straight time rate.
- (c) Where the Employer requires the Employee to remain at the facility from the start to the end of their shift on evening, night or weekend shifts, including the cooks, will be paid for their lunch break at their regular rate of pay, inclusive of all applicable overtime rates and premiums
- 16.4 (a) All Employees will be permitted a fifteen (15) minute rest period in the first half of a shift and a fifteen (15) minute rest period in the second half of a shift scheduled for the regular hours of work in Clause 16.1(a).
- (b) Employees who are regularly scheduled to work shifts of nine and one-half (9 ½) hours or longer will be provided with an additional ten (10) minute paid rest break to be scheduled at a time determined by the Employer.
- 16.5 Exchange of Shifts

With prior permission from Management, Employees will be allowed to exchange shifts according to procedures established by the Employer.

- 16.6 A shift differential of one dollar and ten cents (\$1.10) per hour will be paid for shifts which commence between 3:00 p.m. of one day and 5:00 a.m. of the following day.
- 16.7 An Employee whose regular rate of pay is greater than the Team Lead Classification rate of pay will, when assigned by the Employer to be an acting Team Lead be paid a premium of one dollar and ten cents (\$1.10) per hour while so assigned.
- 16.8 Employees required to work weekend shifts will be paid a Weekend Premium of one dollar and ten cents (\$1.10) per hour for all hours worked (excluding overtime hours) on a shift where the scheduled starting and ending time of the shift falls between 3:00 pm on Friday and 8:00 am on Monday.
- 16.9 Daylight Savings Time

Employees who work during the Daylight Savings Time Spring adjustment will not be subject to a reduction in their regular hours. Employees who work during the Daylight Savings Time fall adjustment will be paid for the extra time worked at the applicable rate of pay.

ARTICLE 17 – OVERTIME

- 17.1 Overtime will be considered as hours in excess of eight (8) in a day or forty (40) in a week unless the Employee is working a compressed work week schedule pursuant to Article 16 (Hours of Work) Clause 16.1(d).
- (a) Overtime for Employees on a compressed work week schedule will be considered work in excess of the regular daily and weekly hours of the schedule as such schedule would apply to a Full-time and Part-time Employee.
- (b) Such overtime must be authorized by the Employer.
- 17.2 When overtime is worked:
- (a) Compensation will be paid at one and one-half (1½) times an Employee's straight-time rate.
- (b) Through mutual agreement between the Employee and the Employer, compensating time off with pay on an hour-for-hour basis. The compensating time off will be on a date mutually agreed between the Employer and the Employee within six (6) months from the time the overtime was worked.

If time off is not provided, the Employer will make a cash settlement for the overtime worked at the current regular rate of pay on the next pay period.

17.3 Meeting/Training

Each Employee will be paid forty-five dollars (\$45.00) per meeting when called in for staff meetings.

- (a) For training sessions, the Employee will be paid at their regular hour rate. Call-ins for actual work will be paid at the straight time rate or at the overtime rates when overtime applies, according to Article 17 (Overtime).
- (b) Call-ins for actual work will be paid at the straight time rate or at the overtime rate when overtime applies according to the conditions of this Article unless this amount is less than forty-five dollars (\$45.00).

17.4 Call back time

Any Full-time Employee called back and required to return to work outside of scheduled working hours, will be paid for all time worked at overtime rate or a minimum of two (2) hours at overtime rate, whichever is greater.

A subsequent call within two (2) hours of the original call will be considered one (1) call for the purpose of determining call-back pay.

Employees will have the option of taking their call back pay as compensating time off with pay, on an hour for hour basis, as per Clause 17.2(b).

ARTICLE 18 – PAID GENERAL HOLIDAYS

18.1 The following will be defined as paid General Holidays:

New Year's Day	Heritage Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Sunday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

In the Employer's commitment to Reconciliation and in recognition of the traditional land of Indigenous peoples on which the Employer conducts its operations, the Employer agrees that:

- (a) Staff who want to acknowledge National Day for Truth and Reconciliation can request to attend Education, Teachings, understanding or ceremony(s) about National Day for Truth and Reconciliation without loss of pay.

18.2 An Employee is not entitled to General Holiday pay:

- (a) if the Employee has worked for less than thirty (30) working days during the preceding twelve (12) months; or

- (b) does not work on a paid General Holiday when they are required or scheduled to do so; or
 - (c) if they do not work their scheduled shift immediately prior to or immediately following the General Holiday, except where the Employee is absent due to illness or other reasons acceptable to the Employer.
- 18.3 Casual Employees will be entitled only to paid General Holidays provided they have worked five (5) out of the previous nine (9) day weekdays corresponding to the weekday on which the holiday falls. General Holiday pay will be calculated based on the regular hours of work. Employees who qualify for General Holiday pay who are required to work on the General Holiday will be paid one and a half (1½) times their straight time rate for hours worked in addition to the General Holiday pay. Casual Employees who do not qualify for General Holiday pay will be paid one and a half (1½) times their straight time rate for hours worked.
- 18.4 Part-time Employees will be entitled to General Holiday pay calculated based on their regular scheduled hours as defined in Article 16 (Hours of Work) Clause 16.1(b) of the Collective Agreement.
- 18.5 When a day designated as a paid General Holiday under Clause 18.1 falls on a Full-time or Part-time Employee's regularly scheduled day of rest and the Employee is not required to work, the Employee will have the option of being paid General Holiday pay for their Regular hours of work as defined in Article 16 (Hours of Work) Clause 16.1(a) or (b), or taking the General Holiday pay as compensating time off with pay at a later date.
- 18.6 When a Full-time or Part-time Employee works on a General Holiday, they will have the option to:
 - (a) Be paid one and one-half (1½) times their straight time rate of pay for actual hours worked and be paid the General Holiday pay for their Regular hours of work as defined in Article 16 (Hours of Work) Clause 16.1(a) or (b); or
 - (b) Be paid one (1) times their straight time rate of pay for actual hours worked and take the General Holiday pay (based on their regular hours of work as defined in Article 16 (Hours of Work) Clause 16.1(a) or (b) as compensating time off with pay at a later date.
- 18.7 General Holiday pay that is taken as time off at a later date will be on a date mutually agreed between the Employer and the Employee within six (6) months from the date of the General Holiday. If time off is not provided, the Employer will make a cash settlement for the General Holiday pay at the current regular rate of pay on the next pay period.

ARTICLE 19 – VACATIONS

19.1 Vacation Entitlement - Full-Time and Part-Time Employees

- (a) during the first (1st) year, up to and including the seventh (7th) year of continuous service, Employees will earn fifteen working days paid at the rate of 6% of regular gross earnings;
- (b) during the eighth (8th) year, up to and including the fifteenth (15th) year of continuous service, Employees will earn twenty working days paid at the rate of 8% of regular gross earnings;
- (c) during the sixteenth (16th) year, and subsequent years of continuous service, Employees will earn twenty-five working days paid at the rate of 10% of regular gross earnings.

19.2 An Employee may be permitted to bank a portion of their vacation time entitlement which exceeds fourteen (14) calendar days to a maximum of the entitlement earned over an eighteen (18) month period. In no circumstances, however, will the Employer permit such Employee to take less than fourteen (14) calendar days of vacation time per year. Should an Employee's vacation bank accrue to greater than the number of days earned over an eighteen (18) month period, arrangements to mutually agree on scheduling of such excess will occur in accordance with Clause 19.5. This limit may be exceeded in extenuating circumstances with prior approval of the Employer. In the event the Employer and Employee are not able to reach mutual agreement on the dates the vacation is scheduled, the Employer will schedule the vacation and will attempt to give thirty (30) calendar days' notice.

19.3 For vacation purposes, an Employee whose employment commenced between the first (1st) and the fifteenth (15th) day of any month will be deemed to have commenced on the first of the month; an Employee whose employment commenced between the sixteenth (16th) and the last day of the month will be deemed to have commenced on the first (1st) of the following month.

- 19.4
- (a) Full-time and Part-time Employees will be granted the vacation period preferred by them at such time as may be mutually agreed upon by the Employer and the Employee. Preference as to a choice of vacation dates will be determined by length of service in the regular Employee's particular department and classification. An Employee will submit vacation requests to the Employer at least six (6) weeks prior to the requested vacation.
 - (b) Full-time or Part-time Employees will be entitled to an unbroken period of vacation equal to their entire vacation entitlement unless otherwise mutually agreed between the Employer and the regular Employee.
 - (c) Upon two (2) weeks' notice, an Employee may request vacation pay or a portion thereof to be paid on the payday immediately preceding the date of the vacation to be taken.

19.5 No Full-time Employee may continue to work and draw vacation pay in lieu of taking their vacation.

19.6 Vacation pay for Full-time Employees will be paid at the current regular rate in the Collective Agreement.

19.7 Vacation Pay on Termination

An Employee terminating employment at any time in the vacation year, prior to using their vacation, will be entitled to a proportionate payment of salary or wages in lieu of such vacation, upon termination.

19.8 Vacation Entitlement - Casual Employees

Casual Employees will be entitled to vacation pay of four percent (4%) of wages on regular gross earnings. After five years of service, they will be paid six percent (6%) of wages on regular gross earnings. Vacation pay for Casual Employees will be paid on each pay cheque.

ARTICLE 20 – BENEFITS

20.1 Employees will be eligible to participate in the following benefit plans according to the eligibility requirements and conditions of the plans and the provisions of this Agreement. Employees become eligible on the first day of the month following completion of the probationary period. All Full-time and Part-time Employees who meet the Benefit Plan's eligibility requirements are eligible to participate.

- Extended Health Care providing a direct billing feature
- Vision Care
- Dental Care
- Employee & Family Assistance Program (EAP)
- Life Insurance
- Long-Term Disability (LTD)

20.2 Premiums for the above benefits will be cost shared on the basis of eighty percent (80%) paid by the Employer and twenty percent (20%) paid by the Employee.

20.3 The Employer retains the right to change carriers for the above benefits provided comparable benefits are maintained. The Employer will advise the Union prior to making a carrier change.

20.4 All Employees are covered under the *Workers' Compensation Act* from the commencement of employment. While an Employee is in receipt of Workers' Compensation, both the Employer and the Employee will continue to pay their portions of all benefit premiums.

20.5 After an unpaid absence of thirty (30) calendar days (including layoff) the Employee will be responsible for one hundred percent (100%) of the cost of the benefit plans.

20.6 The provisions of the insurance policies and the plans as amended from time-to-time by the Employer or the insurance carrier will govern with respect to eligibility for participation and benefits provided. These documents will not be considered part of or considered incorporated into the Agreement, nor will the Employer be considered an insurer.

20.7 Both parties agree to implementing a three percent (3%) matching RRSP program.
(Please note * This is not compounded)

Pension plan provided by ACP is available to Employees at three percent (3%) matching you can choose either RRSP or Pension, not both.

20.8 Health and Wellness account

The Employer recognizes that there is a wide variety of activities that lead to improved health and wellness. A Health and Wellness account will be provided to permanent Employees at a value of two hundred fifty dollars (\$250.00) per calendar year. The Employer will reimburse (upon submission of receipts) eligible Employees for pre-approved expenses related to activities and/or programs that lead to improved physical fitness and/or emotional health. Employees may carry over unused amounts for one (1) year.

ARTICLE 21 – SICK LEAVE PROVISIONS

21.1 Sick leave is provided by the Employer to Full-time or Part-time Employees for absences from regularly scheduled shifts due to illness, quarantine by a Medical Officer of Health or because of an accident for which compensation is not payable under the *Workers' Compensation Act*. Sick leave will also apply to absences for such matters as dentist visits, doctor's appointments, outpatient tests or minor treatment or similar health care procedures where prior approval can be granted.

A Full-time or Part-time Employee may access three (3) days of their accumulated sick leave per calendar year when their attendance is required to provide care to an immediate family member for whom the Employee is the primary caregiver.

21.2 Full-time Employees are entitled to accumulate sick leave credits computed from the date of employment, at a rate of point zero five (.05) of an hour per hour worked to a maximum of six hundred seventy-five (675) hours. The salary will continue at one hundred (100%) of earnings until all credits are used.

Any Employee who is unable to report for duty due to illness is required to inform their Employer as soon as possible, but in any event not less than two (2) hours before the Employee was to report to duty.

After three (3) continuous days of illness, the Employee may be required to submit satisfactory proof of illness, non-occupational accident, or quarantine before sickness benefits are paid. If the Employer requests a sick leave certificate, it will be at the Employer's expense.

- 21.3 An Employee will not be entitled to apply sick leave credits prior to the completion of the probationary period.
- 21.4 Sick leave will not accumulate during a period of illness or injury; during layoff, or during leaves of absence in excess of thirty (30) days.
- 21.5 Part-time and Casual Employees will accumulate sick leave credits equivalent to point zero five (.05) of an hour per hour worked to a maximum of four hundred eighty hours (480).
- 21.6 Casual Employees will not be entitled to apply sick leave credits until such time as they become a Full-time or Part-time Employee.
- 21.7 Sick leave credits will be paid at the Employee's regular rate of pay.
- 21.8 The Employer will provide a Long-Term Disability Plan for eligible Employees in accordance with the enrolment and other requirements of the Insurer. The premiums for the plan will be paid one hundred (100%) by the Employee.

ARTICLE 22 – LEAVE OF ABSENCE WITHOUT PAY

- 22.1 Requests for leave of absence without pay will be submitted in writing to the Employer for approval. Permission for such leave of absence will not be unfairly withheld and where permission is denied reasons will be given.

Prior to taking a leave of absence without pay, Employees must first exhaust their other remaining paid leave i.e., banked time, vacation. An Employee will submit in writing if they wish to have a leave without pay.

22.2 Union Leave of Absence

Provided the efficiency of the Lodges will not in any case be disrupted, leave of absence with pay and without loss of seniority will be granted by the Employer to Employees elected or appointed to represent the Union at Union conventions, workshops, seminars, or schools. The Employer will continue to pay all wages vacation, pension, and benefits to an Employee as if on the job, while on a Union leave of absence, and bill the Union accordingly. The Union will in turn, upon receiving the bill, repay the Employer.

22.3 Public Office

Regular Employees who are elected to public office will be allowed leave of absence without pay.

22.4 Court Appearance

The Employer will grant leave of absence without loss of seniority to a Full-time or Part-time Employee who serves as juror or a crown witness in any court. The Employer will pay such an Employee the difference between normal earnings and the payment they receive for services as a juror or crown witness, excluding payment for travelling, meals or other expenses, the Employee will present proof of service and the amount of pay received.

22.5 Job Protected Leaves

Eligible Employees can take other job protected leaves for various personal matters as outlined under as per Alberta *Employment Standards*.

<https://www.alberta.ca/job-protected-leaves.aspx>

ARTICLE 23 – BEREAVEMENT LEAVE

23.1 Full-time or Part-time Employees having completed three (3) months or ninety (90) days service with the Employer will be entitled to the following bereavement leave:

- (a) In the event of the death of an Employee's immediate relative as follows: child, current spouse (including common law spouse) partner, parent, sibling, step parents, step children and step siblings, step grandchildren, parent in-law, parent of current spouse, child in-law, grandparent, grandchild, sibling in-law, grandparent of spouse, or legal guardian, five (5) calendar days bereavement leave without loss of pay. Up to seven (7) calendar days bereavement leave without loss of pay will be granted if the travel distance is in excess of three hundred (300) km from the Employee's residence, any other bereavement leave is up to the discretion of the Employer.
- (b) If a service is being held at a later date, the Employee will have the option to split up their bereavement or take it at a later date.

ARTICLE 24 – WAGES

- 24.1 The Employer will pay Employees not less than twice per month in accordance with the rates in Schedule "A" attached hereto and forming part of this Collective Agreement.
- 24.2 Employees scheduled to work a shift in a higher classification will be paid the hourly rate for that position. The rate of pay is to be at the corresponding Step Level of their permanent classification.
- 24.3 Newly hired Full-time or Part-time Employees may be started at any Step Level on the grid based on past experience and qualifications of the Employee. In the event a Full-time or Part-time Employee is hired above the Start Level, they will be

required to complete the normal probation period and future progression will be based on the experience requirements for the Step Level at which they were employed.

A Full-time or Part-time Employee will advance from Step to Step up to Step 3 based on satisfactory performance and the accumulation of 1950 hours of work at each Step. Vacation time and holidays for which a Full-time or Part-time Employee is paid will count towards this accumulation. Sick time in excess of thirty (30) days or leaves of absence without pay will not be counted as accumulated hours. Effective January 1, 2026, the accumulated hours of 1950 will be reduced to 1850.

The Long Service Increment (LSI) will be paid to a Full-time or Part-time Employee meeting the following qualifications:

- (a) satisfactory performance;
- (b) accumulation of a total of 3,900 hours of service for Full-time and Part-time Employees after reaching the Step 3 level. Effective January 1, 2026, the accumulated hours will be reduced from 3900 to 3700.

When a Full-time or Part-time Employee receives a promotion to a higher classification, they will be placed at the Employee's same Step level in the new position. For example, a Full-time or Part-time Employee in a General Services Employee position at Step 3 promoted to a Cook position will be placed at the Step 3 level for the Cook classification and the timing of their progression to the next Step level will not be affected by the transfer.

If a Full-time or Part-time Employee is transferred to a position with a lower pay level, they will remain at their same Step level and the timing of their progression to the next Step will not be affected by the transfer.

ARTICLE 25 – SAFETY

25.1 Occupational Health and Safety Committee

- (a) The Union and the Employer agree to co-operate in improving work practices and the working environment in order to provide a safe and healthy environment for Employees and residents. The Employer and the Union will establish a Joint Work Site Health and Safety Committee as outlined in the *Occupational Health and Safety Act* of Alberta.

The Employer and the Union acknowledge that an effective safety program needs the cooperative involvement of both the Employer and the Union.

The Employer and the Union agree that a Joint Health and Safety Committee is a cooperative involvement representing both labour and management.

The Employer and the Union further agree that they are jointly committed to a

Health and Safety program that is core certified, as per the Alberta *Occupational Health and Safety Act* and regulations.

(b) Working Alone

Working alone means being the only Employee at a worksite where immediate assistance is not readily available in the event of injury, illness, or emergency.

The Employer and the Union will jointly review as per Clause 25.1(a) and ensure the well-being of Employees working alone or in isolation, in accordance with applicable legislation.

25.2 Employees required by the Employer to wear CSA approved safety footwear will be reimbursed upon production of a receipt(s) up to one hundred seventy-five dollars (\$175.00) rebate for each purchase. Two footwear purchases are allowed in the first year of employment to cover both summer and winter conditions if required. After that one footwear purchase per calendar year is allowed.

25.3 Shoe Allowance

Where an Employee wears or is required to wear closed, non-slip footwear the Employee, upon proof of purchase, including receipts and tags of suitable footwear will be entitled to be reimbursed for one (1) pair of shoes up to one hundred seventy-five dollars (\$175.00) every two (2) years.

ARTICLE 26 – GENERAL CONDITIONS

26.1 Bulletin Boards

The Employer will provide Bulletin Boards which will be placed so that all Employees will have access to it and upon which the Union will have the right to post notices of meetings, education, conferences, and Union conventions: other notices will be posted with the prior approval of the Manager.

26.2 The Collective Agreement in its entirety will be gender neutral.

ARTICLE 27 – TERM OF AGREEMENT

27.1 This Collective Agreement will be in full force and effect from July 1, 2025, until June 30, 2028.

27.2 Changes in Agreement

Any changes deemed necessary to this Agreement may be made by mutual agreement at any time during the term of this Agreement.

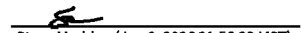
27.3 Notice of Changes

Either party desiring to propose changes to this Agreement will all, within a period not more than one hundred and twenty (120) days and not less than sixty (60) days prior to the termination date, give notice in writing to the other party.

Signed at Grande Prairie, Alberta Jan 13, 2026.

For the Employer


For the Union


Steve Madden (Jan 8, 2026 21:56:33 MST)
Steve Madden, CAO


Jenny Coote (Jan 13, 2026 14:38:34 MST)
Jenny Coote, President


Judy Kokotilo-Bekkerus, Board Chair


Lois Primrose (Jan 8, 2026 22:45:46 MST)
Lois Primrose, Recording Secretary


Anita Labossiere,
CUPE National Representative

SCHEDULE "A" - SALARY SCHEDULE

	Start			Step 2				Step 3			LSI		
	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-25	1-Jul-26	1-Jul-27	
	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
Cook	\$28.02	\$29.02	\$30.02	\$29.44	\$30.44	\$31.44	\$30.89	\$31.89	\$32.89	\$32.77	\$33.77	\$34.77	
Cook's Helper	\$21.35	\$22.35	\$23.35	\$22.37	\$23.37	\$24.37	\$23.41	\$24.41	\$25.41	\$24.89	\$25.89	\$26.89	
Dining Room Aide	\$21.35	\$22.35	\$23.35	\$22.37	\$23.37	\$24.37	\$23.41	\$24.41	\$25.41	\$24.89	\$25.89	\$26.89	
Activity Coordinator	\$26.03	\$27.03	\$28.03	\$27.37	\$28.37	\$29.37	\$28.72	\$29.72	\$30.72	\$30.44	\$31.44	\$32.44	
Bus Driver	\$26.03	\$27.03	\$28.03	\$27.37	\$28.37	\$29.37	\$28.72	\$29.72	\$30.72	\$30.44	\$31.44	\$32.44	
Team Lead	\$24.50	\$25.50	\$26.50	\$25.65	\$26.65	\$27.65	\$26.77	\$27.77	\$28.77	\$28.39	\$29.39	\$30.39	
Housekeeper	\$21.35	\$22.35	\$23.35	\$22.37	\$23.37	\$24.37	\$23.41	\$24.41	\$25.41	\$24.89	\$25.89	\$26.89	
General Services Worker	\$21.35	\$22.35	\$23.35	\$22.37	\$23.37	\$24.37	\$23.41	\$24.41	\$25.41	\$24.89	\$25.89	\$26.89	
Maintenance Tech 1	\$33.28	\$33.28	\$34.28	\$36.74	\$37.74	\$38.74	\$39.18	\$40.18	\$41.18	\$41.09	\$42.09	\$43.09	
Maintenance Tech 2	\$29.65	\$30.65	\$31.65	\$32.05	\$33.05	\$34.05	\$33.96	\$34.96	\$35.96	\$35.77	\$36.77	\$37.77	
Caretaker	\$26.03	\$27.03	\$28.03	\$27.37	\$28.37	\$29.37	\$28.72	\$29.72	\$30.72	\$30.43	\$31.43	\$32.43	
Kitchen Aide	\$24.69	\$25.69	\$26.69	\$25.91	\$26.91	\$27.91	\$27.17	\$28.17	\$29.17	\$28.83	\$29.83	\$30.83	

LETTER OF UNDERSTANDING #1

- between -

Grande Spirit Foundation
(hereinafter referred to as the "Employer")

- and -

Canadian Union of Public Employees Local 3623
(hereinafter referred to as the "Union")

Re: Domestic Violence

Grande Spirit Foundation recognizes the impact of Domestic Violence on an Employee's ability to meet the expectations of their position, as protected under the *Alberta Employment Standards Act*.

Confidentiality and Verification

The Employer will receive and recognize documentation from a recognized professional related to this circumstance, with the understanding that full confidentiality will be maintained regarding this private and stressful matter.

Available Support

The Employer will provide support by offering contact information for applicable services, including the Employee & Family Assistance Program (EFAP) and other local, provincial, and federal social services specializing in domestic violence assistance.

Leave of Absence

1. **Job-Protected Leave:** The Employer will grant Domestic Violence Protective Leave as per the *Alberta Employment Standards Act*.
2. **Additional Unpaid Leave:** If an Employee requires additional time off after exhausting all work-related paid leaves (e.g., sick time), the Employer shall grant additional unpaid leave.

Performance and Attendance


If an Employee's work performance or attendance is negatively affected during this personal time, the Employer will work with the Employee to address the concern, meet expectations, and avoid progressive discipline.

This letter is in full force and effect from the term of this Collective Agreement effective the date following ratification.

LETTER OF UNDERSTANDING #1 - Re: Domestic Violence

Signed at Grande Prairie, Alberta Jan 13, 2026.

For the Employer



Steve Madden (Jan 8, 2026 21:56:33 MST)

Steve Madden, CAO




Judy Kokotilo-Bekkerus, Board Chair


For the Union


Jenny Coote (Jan 13, 2026 14:38:34 MST)

Jenny Coote, President


Lois Primrose (Jan 8, 2026 22:45:46 MST)

Lois Primrose, Recording Secretary



Anita Labossiere,
CUPE National Representative